



CHIEF EXECUTIVE OFFICER



LARIMER HUMANE SOCIETY

Organization: Larimer Humane Society

www.larimerhumane.org

Location: Loveland, CO

Reports to: Board of Directors

MISSION

To further the compassionate, safe and responsible relationship between animals and people.

VISION

Larimer Humane Society is a trusted, responsive, community leader, providing programs and services essential to the high quality of life for animals and people in Northern Colorado.



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BACKGROUND

Founded in 1969, Larimer Humane Society is an independent, non-profit organization. It is northern Colorado's largest open-admission animal care facility, providing shelter, medical attention and care to approximately 5,900 lost, abandoned, injured, abused, ill and orphaned animals each year. Larimer Humane Society leadership was integral in developing the tenets of Socially Conscious Sheltering, and continues to be deeply committed to values that protect bonds between animals and people while ensuring community safety. In partnership with social and human service organizations, Larimer Humane Society has strengthened the ecosystem to advance this goal.

Through quality adoptions and lost & found services, Larimer Humane Society placed more than 3,270 companion animals into new homes and reunited nearly 1,460 stray animals with their owners in 2020. Larimer Humane Society also provides exceptional veterinary services to the animals in their care. Larimer Humane Society runs an

active transport program that helps bring in pets from source shelters, where resource and overpopulation challenges are far more prevalent than Larimer County. And, when needed and requested, they offer end-of-life services to pet owners.

Larimer Humane Society is also home to the county's only Animal Protection & Control department. Through contractual agreements, Larimer Humane Society provides full-service animal control to ensure public health and safety across northern Colorado for pets and people alike. Larimer Humane Society is contracted with the City of Fort Collins, City of Loveland, and unincorporated areas of Larimer County, to enforce and uphold local and state animal protection and control laws and ordinances. They also confront the root causes of animal cruelty and neglect through specialized law enforcement investigations and advocacy aimed at strengthening animal protection laws.

Members of the public benefit from Larimer Humane Society's

educational programming that includes summer camps for school-age children, as well as humane education presentations, shelter tours, scout programs and fun activities for all ages. Larimer Humane Society strives to educate the community on the proper and responsible care and treatment of all animals, including how to co-exist with wildlife. Working with the community and state legislature, Larimer Humane Society is committed to advocating for legislation and public policy that protect and improve the lives of companion animals across the state.

The opening of the new shelter in September 2017 marked a new era for Larimer Humane Society. The shelter, now based in Loveland, is situated on 27 acres and is approximately 39,000 sq. ft. The facility provides a community resource and education center, a rehabilitation and training center, a dog park and a state-of-the-art veterinary clinic. This new building ensures that every animal that comes to Larimer Humane Society receives care guided by the five freedoms and provides a high quality care and



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animal control services. With more space, efficiency and flexibility, Larimer Humane Society can better achieve its mission of furthering the compassionate, safe and responsible relationship between animals and people. Larimer Humane

Society has developed a strong corps of 450 volunteers whose time donated last year was equivalent to 65 full time staff. The volunteers provide essential support to the ongoing operations and are

key to the success of Larimer Humane Society programs. In FY 2020, Larimer Humane Society had an operating budget of approximately \$6M. A 14-member Board of Directors governs Larimer Humane Society.



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THE OPPORTUNITY

Fiscal year 2020 began with the completion of the Better Together campaign in honor of the 50th anniversary celebration of Larimer Humane Society. The campaign resulted in strengthening programs that support keeping pets with their families, helping more challenging pets find successful placement in new homes, and providing a temporary, safe environment for pets when families experience crisis, such as natural disasters or domestic violence. It also focused on strengthening strategic partnerships with social services agencies, and other nonprofit organizations in the area. In March, Larimer Humane Society was able to quickly pivot in response to the COVID-19 pandemic without skipping a beat. Not only did the organization need to change its practices in the shelter and with the public by halting adoptions for a time, they were also integral in supporting the community during a catastrophic fire season, including the Cameron Peak fire - the largest wildfire in state history.

The Larimer Humane Society team managed all of these crises with aplomb and continued to play a key leadership role in local

and statewide companion animal advocacy efforts. The Animal Protection and Control team was also very busy, managing an 8% increase in calls from the previous year, a 10% increase in cruelty investigations, and an 18% increase in bite cases. In December of 2020, Judy Calhoun, a leader in the animal welfare community locally, regionally, and nationally, announced that she would be stepping down from her role. Under Judy's leadership Larimer Humane Society has grown exponentially, evident in large part by the opening of the new shelter which she worked tirelessly to see through to completion.

Three priorities identified in Larimer Humane Society's Strategic Framework are 1) to be an effective leader in identifying and meeting essential community needs for resources to care for animals and people, 2) in collaboration with others, expand service offerings to ensure pets can remain in loving homes, while also striving for excellence in sheltering and animal protection services, and 3) enhance staff, volunteer, board, and financial resources as needed

to achieve goals and to support of the growth of the organization.

Larimer Humane Society has been deeply committed to partnerships and collaborations both internally and externally. While Larimer Humane Society provides excellent veterinary services to animals in its care, once pets leave the shelter, Larimer Humane Society is committed to ensuring that high quality, affordable veterinary care is accessible to all. There are opportunities to explore gaps in veterinary services in the community so as to identify where Larimer Humane Society can lead efforts to achieve this goal. The animal protection and control function within Larimer Humane Society has been an essential part of the organization's contribution in keeping the community safe, and ensuring animals are appropriately cared for or removed from harmful situations. Contracts are negotiated annually and require thoughtful oversight by Larimer Humane Society.

Larimer Humane Society has been the recipient of strong philanthropic support including a robust annual fund that continues to strengthen through direct mail, special events as well



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as individual and legacy giving. Continuing to build philanthropic support is an ongoing priority. This includes ensuring the messaging is consistent regarding the values of Socially Conscience Sheltering and open admission. Proactive community education will be ongoing. Supporting Board recruitment and development including supporting fundraising activities will continue to be needed.

Larimer Humane Society staff leadership has worked diligently to build and maintain relationships with elected officials, community leaders, and animal welfare professionals across the state and region. This includes playing a leadership role with the Colorado Federation of

Animal Welfare Agencies, a dynamic organization that has recently merged with Colorado Association of Animal Control Officers, creating a stronger voice for policies that keep pets and people safe. Giving staff opportunities to participate on task forces and committees provides professional development growth for the team and builds the visibility and impact of Larimer Humane Society more broadly.

While there is an effective behavior program in place, pets with increasingly more challenging behavior issues are coming into the shelter and require more time and resources to determine appropriate placement. The staff works diligently to do this work. Hiring qualified

animal behavior staff has proved to be a challenge and is an ongoing need. Community outreach efforts are strong, and there is a continued focus on developing programs that support marginalized communities.

With the exemplary leadership of Judy Calhoun, Larimer Humane Society has become a leader locally, regionally and nationally. With the announcement of her departure, the opportunity now exists for a strong, passionate animal welfare advocate to continue to guide Larimer Humane Society in its efforts to ensure the health and safety of animals, and to strengthen the human-animal bond.



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THE POSITION

The CEO actively works with the Board of Directors to provide vision, direction and leadership to ensure Larimer Humane Society's success and inspires more than 65 staff members and a dedicated volunteer corps. The CEO oversees six direct reports, including the Directors of Operations, Animal Protection & Control, Finance, Human Resources, Development and Community Relations, and the Administrative

Assistant. Reporting to the Board of Directors, the CEO has overall strategic and operational responsibility for staff, programs, contract fulfillment, financial position and mission implementation for organizational compliance with policies and local, State and national regulations.

The CEO will assist the Board with execution of the Strategic Plan as

well as the development of strategic direction and policy in the fulfillment of the agency's mission. This includes following industry issues and advancements and interpreting them for potential organizational impact. The CEO provides a leadership role in initiating and maintaining community relationships and securing the operating and investment funds necessary to sustain current and future operations.



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CORE COMPETENCIES

Leadership: In conjunction with the Board, provide vision and direction for the future growth of programs, policies and procedures for Larimer Humane Society. Support and assist the Board in recruitment and engagement efforts.

Administration and Management: Develop and implement procedures that promote good management, administrative and fiscal practices. Ensure that staff understands the vision and direction of Larimer Humane Society and that, in return, they will be able to develop and mature in their roles and responsibilities. Lead by example and maintain the highest professional standards and practices. Delegate responsibilities to optimize staff autonomy and efficiency while providing guidance and advice. Mentor direct staff and provide

opportunities for individual and career growth. Promote a culture of safety, teamwork, empathy and caring.

Financial Accountability: Oversee the Larimer Humane Society budget and business plans and ensure sound fiscal management and capital allocation. Oversee and guide policies for the investment of fiscal resources for the organization to achieve reasonable returns.

Fund Development: Work with the Board of Directors to identify new resource prospects and support the development department in nurturing and maintaining existing relationships with donors. Develop new, creative fundraising opportunities and potential earned revenue sources with staff in order to increase revenue and philanthropic support and ensure long-term sustainability.

Public Relationship and Community Outreach:

Serve as a spokesperson for Larimer Humane Society and effectively convey its goals and mission to individuals, foundations, government leaders, the media, sponsors, and donors to inspire the widespread interest and support. Engage appropriate internal and external stakeholders in Larimer Humane Society activities, committees, and strategies. Ensure that Larimer Humane Society is represented locally, regionally and nationally at coalitions, in membership organizations and other industry associations.

Program and Services

Development: Review and evaluate all programs to determine their effectiveness and impact in the community. Upon this determination, establish short- and long-range objectives and work plans.



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THE PROFILE

We seek a highly experienced leader and manager with demonstrated vision and passion for the humane and ethical treatment of companion animals, and a commitment to Socially Conscious Sheltering. This person should have a successful track record of strong, innovative, collaborative, and inclusive leadership. Experience in a senior leadership role in a nonprofit organization, preferably a humane society or progressive animal control

facility, and reporting directly to or working closely with a Board of Directors are expected. The successful candidate will demonstrate a balance between creative thinking and management acumen to move the organization to a new level of excellence. The candidate will have exceptional interpersonal skills, be able to relate well to all constituencies, and have demonstrated success in building and sustaining coalitions toward the achievement of goals.

Significant financial management experience as well as demonstrated accomplishments in fundraising, including securing major and planned gifts from individual donors, foundations and corporations is required. An understanding of business principles applied to a nonprofit enterprise is necessary.

A strong leader who exhibits exceptional listening skills, ensuring camaraderie and staff participation is needed.



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Trustworthiness is of the utmost importance as are the traits of humility, honesty, integrity and empathy. Personnel management skills that include an ability to provide feedback, build morale, delegate, “roll up one’s sleeves,” and make decisions are essential.

Exceptional verbal and written communication skills, with a successful background in external relations, including experience speaking with

the media in a variety of situations is expected. This candidate will be a credible and passionate spokesperson who will respect the multiple perspectives and groups that demonstrate an active interest in animal welfare.

The candidate should be motivated by the best interests of the organization and bring high emotional intelligence to continue the organization’s strong presence. Demonstrated

strategic planning, forecasting, and determining effective courses of action is needed.

A Bachelor’s degree or four (4) years or more of relevant experience is required; an advanced degree or applicable certification is a plus. Minimum of ten (10) years of senior management experience; previous nonprofit CEO/Executive Director, or Deputy Director, experience is desired. CAWA certification is a plus.

Applications and nominations are being received by Noetic Search. Please click [here](#) to submit a current resume and cover letter. For more information, visit www.noeticsearch.com or www.larimerhumane.org.

COMPENSATION

Expected Hiring Range is \$103,000 - \$140,000 and a full benefits package including medical, life, dental and vision insurance options, 403B retirement plan with a 3% employer match, paid time off and more.

Larimer Humane Society is an Equal Opportunity Employer



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