Executive Director Search

The Animal Care and Control Team (ACCT Philly), a city-related animal service provider is seeking a skilled leader for the role of Executive Director. ACCT Philly is a nonprofit formed by the City of Philadelphia to provide animal care, control and code enforcement for the protection of public health and safety for the City.

Founded in 2011 ACCT Philly assumed operations of the 19,000 square foot city-owned animal shelter facility in North Philadelphia, now handling ~28,000 animals within the shelter annually with a contract budget of $3.889 million and a total FY15 budget of $4.641 million. ACCT Philly's animal control officers provide field response 24 hours a day, every day of the year for a population of 1.5 million living in the 142.6 square miles of Philadelphia County.

With the goals of providing superior service to the community and life saving success for animals, the organization's progressive strategies include a robust adoption program with animals housed at seven shelter and retail locations around the region. With these locations, numerous events and a dedicated Lifesaving Department ACCT Philly's annual adoptions exceeded 8,000 in 2014. Foster parents provided temporary housing for more than 3,800 animals and 148

ACCT Philly's mission is to provide shelter, care and life saving efforts for homeless, abandoned and abused animals and protect the health, safety and welfare of the citizens of Philadelphia, providing a benefit to all citizens of the City regardless of race or economic status.

active transfer partners help save an additional 8,000 animals annually. Shelter-neuter-return keeps community cats healthy and with their caretakers while intake reduction strategies focus services towards animals in the greatest need.

Key active community partnerships include the University of Pennsylvania School of Veterinary Medicine, Best Friends Animal Society and the Best Friends Animal Society Community Cats Program, The Humane Society of the United States Pets For Life Program, PetSmart Charities Inc., and the Petco Foundation.

ACCT Philly has seen continued year-to-year success and is seeking a visionary and progressive leader to continue the path of improved lifesaving and service performance. The executive director will lead a grant funded expansion project to create a nearly 2,000 square foot adoption center and separate intake area on the existing shelter site continuing year-to-year increases in adoptions. Additionally he or she will continue to strengthen and develop sustainability plans for the Best Friends Animal Society Community Cats Program with a mutually shared goal of reducing intakes and increasing live release through 2017.

The ideal candidate will serve as the lead in providing budgetary recommendations and justifications to the City in order to develop the organization's financial stability and garner the resources necessary to accomplish its goals. Simultaneously the executive director will lead fundraising and public relations to enhance and improve the public's knowledge and support for the organization, further funding key lifesaving objectives.

Please visit acctphilly.org for more organizational information. Complete operational statistics are available at: http://www.acctphilly.org/about/statistics/

Qualifications:

ACCT Philly is seeking a qualified, visionary, self-motivated and progressive leader to fill the Executive Director position. The Executive Director is responsible for the overall management of the organization, serves as its key spokesperson and visible community leader and reports to the Board of Directors and directly to the designee of the Philadelphia Managing Director for contract compliance. He or she will be instrumental in developing an organizational strategic

plan, guiding existing and implementing new programs for continued lifesaving improvements and leading both fundraising/development programs and contract discussions for increased public and private support. Specifically he or she will ensure that ACCT Philly's fiscal, operations, fundraising, public relations, human resource, and programmatic strategies are effectively implemented across all segments of the organization.

Qualities of the ideal candidate include:

- Strong leadership abilities, including communicating a clear purpose and vision, motivating and mentoring staff to excel, and the ability to engage and inspire public support.
- Strategic forward thinking, using logic and data to solve difficult challenges, foresee trends and anticipate results, and the ability to nimbly establish priorities to meet short and long-term objectives.
- Customer and community service focused dedication, fostering a diverse, non-judgmental, inclusive environment for staff, volunteers, clients and customers.
- Confidence in public settings and public speaking roles, networking within the local and larger animal welfare community, providing testimony when required on matters before city council, appearing in the media or at events on the organization's behalf.
- Self-assured in an ability to make sound decisions, even when unpopular, and the perseverance to withstand public scrutiny in a demanding and fast-paced environment.

Experience and skills:

- Previous high level leadership, nonprofit or for-profit senior executive level experience required.
- Five or more years of animal sheltering and animal control experience desired.
- History of staff/team management, project management, and collaborative relationships essential.

Core responsibilities:

- Promotes and advances ACCT Philly's mission, ensuring delivery of high quality services while managing for current and future growth.
- Oversees the financial status of the organization including developing long and short range financial plans,

develops and monitors the budget and ensuring sound financial control are in place, sets financial priorities to ensure the organization is operating in a manner that supports the mission and needs of the programs and staff.

- Formulates and executes comprehensive marketing and development strategies that will ensure consistency, enhance community recognition and drive revenue from major donors, foundations and other sources; develops both existing and new revenue sources.
- Keeps the Board informed of material external factors that have the potential to impact the organization; works collaboratively with the Board in development of strategic plans; reports to the City on contract performance, legislative issues and inter-departmental needs and objectives.
- Acts as principal spokesperson, negotiator, liaison and advocate with the media, key partners and government.

Qualifications:

- Education level of a BA, ideally with an MBA, MPA or related advanced degree preferred.
- Prior nonprofit experience ideal, executive level management preferred; demonstrated ability to inspire, mentor and effectively lead and manage.
- Entrepreneurial approach to program and revenue development; successful track record of financial management.

Benefits: This is a full-time, exempt position. The compensation includes a competitive salary, earned sick leave, paid vacation and holidays. Salary commensurate with experience.

To apply: Please send cover letter, resume and salary requirements to ACCT Philly Search Committee at Candace.Sarris@phila.gov.