



FOOTHILLS ANIMAL RESCUE CHIEF EXECUTIVE OFFICER

Foothills Animal Rescue (FAR) is recruiting a new Chief Executive Officer (CEO) to lead the organization during the next several years.

FAR is a dog and cat rescue, shelter and adoption service located in the northern region of metropolitan Phoenix, Arizona. FAR began its mission to save lives in Cave Creek, Arizona in 1995, originally dedicated to foster based care for homeless cats and dogs. It opened its first shelter and adoption center in north Scottsdale in 2010. In addition, FAR opened a re-sale clothing and high-end product boutique in its north Scottsdale location, catering to the high net worth customers who reside in the area, which today generates a significant amount of the organization's annual revenue. In December 2016, due to a generous lead gift by the Smith family, FAR opened the Brynne Smith Memorial Campus Adoption Center. This state-of-the-art building provides a safe haven for homeless dogs and cats awaiting their forever home. Located in an exclusive, high-income area, adoption center is an architectural treasure, and serves as a testament to the important role companion animals play in our lives.

FAR is led by a dedicated volunteer Board of Directors. Having experienced an executive transition process throughout the past year, the Board of Directors is very engaged and knowledgeable about the needs and future of the organization. Members include volunteers who have been working for the shelter for many years, as well as local business leaders who are passionate about the preservation and care of companion animals. The Board is charting an energetic future for the next ten years and seeks a visionary executive who can implement innovative and aggressive goals.

The FAR team includes 19 paid staff and more than 150 dedicated volunteers who are critical to the daily care of animals at both shelters. The staff includes experienced animal care professionals and customer service managers who shepherd the mission of FAR with passion and a commitment to high quality. Their dedication to the health and well-being of the animals in FAR's care is evident when potential adopters visit and comment on the superior conditions of the facility and the animals. It is obvious that the best interest of the animals is first and foremost the priority of every staff member and volunteer at FAR. That leads to healthy and happy animals welcomed into the most fitting forever homes in the community. These are the distinctive qualities that position FAR as a premiere state-of-the-art boutique animal welfare service in the southwestern United States.

The next CEO at FAR must have a commitment to upholding and amplifying those distinctive qualities of the organization. The Board of Directors has an ambitious vision for the organization's future and seeks a leader who shares that vision and has the skills, experience and temperament to executive and carry it forward.

Specifically, the FAR Board of Directors seeks an experienced nonprofit leader who:

- Is a visionary with a commitment to innovation, new ideas and out-of-the-box thinking.
- Challenges team members around him/her to try and learn from new approaches.
- Thrives in a fast-paced, highly changing environment, and can handle problem solving of complex issues despite distractions created by everyday events.
- Comfortably handles multi-tasking and thrives on diversity and change.
- Facilitates collaborative decision making among all stakeholders, including board members, staff and volunteers.
- Maintains a strong commitment to completing goals and achieving high performing results.

- Comfortably assumes responsibility for risk.
- Confidently delegates autonomy to key staff and supports them in achieving at a high level.
- Warmly and enthusiastically engages people around them in regular interpersonal communications.

QUALIFICATIONS:

The FAR Board of Directors encourages applications from candidates who meet the following qualifications:

- A minimum of five years of supervisory experience in a nonprofit or business setting.
- Demonstrated experience in setting goals for a team and securing meaningful results.
- A passion for the welfare of animals and a willingness to engage in animal care, when needed.
- Experience and success in fundraising, including a track record of securing gifts from individuals, corporations and foundations.
- Strong interpersonal communication skills, including management of group dynamics, strong listening skills, and an enthusiastic public speaking presence.
- A high level of business communication skills, including business writing and verbal comprehension.
- Basic knowledge and experience with common business software, such as word processing, spreadsheets and databases.
- A bachelor's or higher degree from an accredited university.

In addition, the FAR Board of Directors seeks candidates who ideally would meet these qualifications:

- Experience in animal welfare management or leadership.
- Experience as a nonprofit chief executive.

The FAR Board of Directors will screen applicants for the above qualifications and **begin reviewing qualifying resumes on November 12, 2018.** The position will remain open until filled. FAR is an equal opportunity employer and all applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

FAR offers a competitive compensation package that fits the level of experience and demonstrated track record of the successful candidate.

HOW TO APPLY:

Qualified candidates must submit three things: 1) a complete resume which exhibits evidence of the qualifications listed above. 2) In addition, candidates must submit a thoughtful cover letter, tailored to the job description above, which describes how the candidate fits the description offered above and provides specific examples of experience that fits the description. 3) Finally, all candidates must submit the names and contact information of five references. **All submissions must be made through an email with attachments to search@foothillsanimal.org.** The Board will entertain no phone inquiries.