



Executive Search

Executive Director – SPCA of Hancock County

The Board of Directors of the SPCA of Hancock County is conducting a search for an experienced leader and proven fundraising professional as the organization's next Executive Director.

Background

The Society for the Prevention of Cruelty to Animals of Hancock County (SPCA) is an independent, nonprofit organization located in Trenton, Maine. The SPCA's 9 member staff (4 fulltime and 5 part-time) and 11 member board of directors embrace a mission that is "dedicated to the promotion of animal welfare, to the protection, sheltering, and placement of companion animals into responsible, loving homes, to humane education in the community, and to local, state and national animal advocacy."

A "no kill" shelter serving the 36 communities within Hancock County, the SPCA takes on the following responsibilities in support of its mission:

- Protect and provide shelter for lost, abandoned and relinquished animals
- Provide adoption opportunities for all animals under our care
- Promote the care and well being of all living creatures through education
- Prevent cruelty to animals and encourage kindness toward animals
- Educate the public on pet overpopulation and proper animal care
- Campaign for all companion animals to be spayed and neutered
- Fund a low cost spay/neuter program with the cooperation of local veterinarians

Located on Rte. 3 in Trenton, on almost 40 acres of land, the SPCA is just 6 miles from Mount Desert Island—home to Acadia National Park. The current 6,500 square foot shelter was constructed in two phases (2005 and 2010) and has capacity for 13 dogs and 75 cats. Each year the staff and volunteers of the SPCA successfully find homes for approximately 500 dogs and cats.

Celebrating more than 100 years of operation, the SPCA has a current year budget of \$483,000 and endowment and reserve accounts of approximately \$600,000. An active volunteer pool of 25-50 (depending upon the season) and over 1,000 donors support the SPCA's operations and fundraising efforts.

More detailed information about the SPCA can be found at www.spcahancockcounty.org.

Priorities for the future

The SPCA of Hancock County has a long and successful history. We want to build upon that historic foundation with an Executive Director who can help us advance our growth strategies. Hancock County is a large and diverse county, and we believe that there is an opportunity to expand our reach within it, more fully serving the entire county, and, in the process, broadening our base of support to advance our mission and further secure our financial independence and sustainability.

With a Shelter Manager and a capable and experienced staff of shelter professionals and volunteers in place, the Board envisions that the Executive Director's time and attention will initially be heavily weighted towards the external aspects of the job—fundraising, relationship building, and marketing—which are highlighted in the priorities listed below:

- Advance the SPCA's animal welfare mission and our reach throughout Hancock County
- Develop and expand donor relationships and bolster the SPCA's fundraising infrastructure in support of our efforts to build a broader base of philanthropic support
- Partner with the board to further strategies for growing the endowment as a component of ensuring the organization's long-term financial sustainability
- Bring clarity to the SPCA of Hancock County "brand" and develop and implement message and marketing strategies that support achievement of our goals
- Build board and volunteer capacity and inspire and support growth and meaningful engagement
- Develop an excellent rapport with our shelter staff and provide them with the support and ongoing development opportunities they need to excel in their jobs.
- Develop, implement, and oversee the delivery of client-centered service standards focused on the highest level of service, clear communications, and process management practices across the organization.
- Provide overall leadership of the organization and its effective financial management.

Desired Qualifications

To lead the SPCA of Hancock County requires a comprehensive set of skills and abilities. We expect that the successful candidate will bring the following to the SPCA:

- Demonstrable passion for our mission and the animals in our care
- Substantial leadership experience and a track record of success in developing donor relationships, face-to-face fundraising, and managing all aspects of a fundraising operation
- Experience and sustained success in recognizing and maximizing public relations and marketing opportunities
- Prior experience in managing a staff with professionalism, positive attitude, compassion and a sense of humor
- High level understanding of service excellence, process management, and internal controls
- A skilled communicator, a good listener, and a proven relationship-builder who can successfully engage with organizations, business leaders, and individual donors to advance shared goals

- Experience in budget development, financial analysis, and implementing strategies to ensure program and financial alignment
- Previous experience in strategic planning and the ability to guide a planning process in partnership with board and staff
- Previous experience in a sheltering environment and/or a nonprofit organization (ideally working directly with a board of directors) will be considered a significant plus
- The highest level of recommendations from references, collaborative partners, and peers

Compensation

Benefits package and competitive salary commensurate with experience.

This position reports directly to the Board of Directors. The successful candidate can expect a formal review after six months as well as an annual review.

To Apply

Interested candidates should submit a cover letter and résumé to Starboard Leadership Consulting at the following address search3@starboardleadership.com. The cover letter and résumé should contain detailed information concerning work experience, fundraising credentials, leadership experience, and qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Suite 4, Bangor, ME 04401, but electronic submission of materials is preferred. No phone inquiries, please.

Review of applications and interviews will begin immediately and be conducted on an ongoing basis.