



**DIRECTOR FOR THE FUND FOR ANIMALS WILDLIFE CENTER
HUMANE SOCIETY OF THE UNITED STATES**

Ramona, California

<http://humanesociety.org>



The Aspen Leadership Group is proud to partner with the Humane Society of the United States in the search for a Director for the Fund for Animals Wildlife Center (FFAWC).

The Director will manage the operations and fiscal activities of the Fund for Animals Wildlife Center; assist in the development of strategic plans and standardized business practices; enhance visibility and outreach through promotion of the center; coordinate fundraising and development efforts to achieve sustainability; prepare and monitor budgets; and provide direction on programs and facilities.

For more than 50 years, The Fund for Animals has spearheaded significant events in the history of the animal protection movement by employing national advocacy campaigns, implementing rescue operations, and operating a network of world-famous animal care facilities. The Fund for Animals Wildlife Center in Ramona, California provides year-round rehabilitative and medical care to injured and orphaned native wildlife. The facility is also a safe home for animals rescued from the pet trade who cannot be released to the wild. The facility assists the community with humane solutions to wildlife conflicts and works with 20 student interns each year preparing them for careers in wildlife conservation, biology, and the veterinary field.

The 13-acre Fund for Animals Wildlife Center specializes in medical and rehabilitative care of native, predator species such as bobcats, coyotes, bears, and eagles. A fully equipped medical center, trained staff, and volunteers ensure that the special needs of ill, injured, or orphaned wildlife can be met year-round. A 150-foot, free-flight enclosure enables birds of prey to exercise their atrophied muscles after recovering from illness or injury. Enclosures for mammals are spacious and comfortable, allowing the orphaned youngsters and injured adults to get plenty of exercise and same-species companionship with minimal human contact. Young animals and birds are raised to learn their species-specific behaviors so they develop the survival skills necessary for life in the wild. Once healed, adults are released back into the areas from which they came to keep naturally occurring populations in balance.

In 2005, The Fund for Animals and The Humane Society of the United States joined forces in an unprecedented and historic combination. The groups continue operating as independent organizations, but the new partnership has allowed for the launch of several new programs, savings in administrative costs, and more effective results for animals. The Humane Society is the nation's largest and most effective animal protection organization. Its affiliates provide direct care to more than 100,000 animals each year—a higher volume than any other animal welfare organization—through sanctuaries, veterinary programs, and emergency shelters and rescues. The Humane Society works to professionalize the field of animal care with its education and training programs.

REPORTING RELATIONSHIPS

The Director for the Fund for Animals Wildlife Center will report to the Senior Director, Animal Care Centers, Humane Society of the US.

PRINCIPAL OPPORTUNITIES

The Fund for Animals Wildlife Center's mission provides a community service that is unique and crucial to the native wildlife of Southern California. The Director for FFAWC will have the opportunity to build a regional development program from the ground up and to help create and foster a new culture of collaborative philanthropy, building in partnership with HSUS Animal Care Centers across the country.

With its decades long history of providing services to Southern California to assist with native predatory animals that are in distress, from bears to eagles, the case for support for FFAWC is strong. With increased pressure on open space habitats, interruptions of migratory paths, and dare we say it—global warming—more animals are coming to conflict with humans every year, which increases the need for wildlife responders. This is clearly evidenced in the increase of patient cases that has been seen year after year.

FFAWC is at a pivotal moment in its long history, one in which philanthropy plays a critical role. Having received strategic investments from several individuals that has allowed the facility to grow to its current capital state, a recent gift for 5-years of operating support of \$2.5M from a generous donor, and an outpouring of support from the community in the form of volunteer service and in-kind goods, FFAWC is stable but unable to grow to the next level. A key component of the plan is a healthy, sustainable fundraising operation that can provide resources to achieve the next milestone, to become a premiere facility in the country that can showcase the best practices for rehabilitating our nation's apex species.

PRIMARY RESPONSIBILITIES

The Director for the Fund for Animals Wildlife Center will

- oversee all functions associated with the management of the Fund for Animals Wildlife Center;
- prioritize needs and approve expenditures for the Center;
- formulate and produce the annual Center budget;
- supervise and/or delegate duties of facility management; maintenance of assets; procurement of supplies and materials; and maintenance of licenses and permits at the Center;
- ensure operational compliance with all regulatory agencies;
- supervise full-time employees and part time employees as needed;
- maintain all records, provide and seek out training opportunities, coordinate scheduling, and ensure an efficiently run operation at the Center;
- develop, cultivate, and retain donor base to achieve revenue goals and sustainability in cooperation with Philanthropy team;
- develop business partnerships and build relationships with major donors, foundations, constituents, and the public at large;
- generate public and donor interest;

- provide and coordinate presentations;
- act as media contact and speaker to groups and individuals, informing audiences of the broad work of the Fund for Animals Wildlife Center to solicit support;
- drive development of all aspects of communications with publications and online materials and websites, in collaboration with the Communications team; and
- develop and implement operational policies.

KEY COLLEAGUES



Debra Parsons-Drake

Senior Director, Animal Care Centers, The Fund for Animals

Executive Director, South Florida Wildlife Center

Deb Parsons-Drake serves two roles within our family of organizations. She is the Senior Director for the Animal Care Centers operated by The Fund for Animals, and is the Executive Director of the South Florida Wildlife Center, a separate 501(c)(3) affiliate of The Humane Society of the United States.

As a 30 year Florida resident Deb was involved in corporate management for more than 25 years, frequently taking leave from her position to assist with animal issues during Florida disasters, before moving into animal welfare as a career. As the Executive Director of a local humane society, Deb served on the front lines of disaster relief in Florida.

She volunteered in Mississippi after Hurricane Katrina, 2005, and accepted a position as the Director of Disaster Sheltering for The HSUS. She subsequently transferred into Field Services at HSUS working with the state directors and regional offices. In 2009 Deb brought her animal experience and business management experience to the Animal Care Centers, where she supervises the three Fund for Animals Care Centers as Senior Director, and directly manages the South Florida Wildlife Center. Deb resides in the Florida coastal region.



Melissa Rubin

Senior Vice President, Animal Response, Care and Sanctuary

Melissa Rubin is the Senior Vice President of Animal Response, Care, and Sanctuary at the Humane Society of the United States. She is responsible for the management of The HSUS's five animal care centers, the HSUS Animal Rescue Team, and the Humane Society Veterinary Medical Association. In this capacity she is responsible for the direct care programs at HSUS which provide direct care to over 30,000 animals each year. This includes wildlife rescue and rehabilitation; animal sanctuary; veterinary services in rural communities; rescue and confiscation of suffering animals on large scales from cruel and neglectful situations; providing assistance to law enforcement agencies in prosecution efforts; and helping to find permanent placement of such animal victims upon successful conclusion of these criminal cases.

Melissa is an attorney who joined The HSUS over 25 years ago as the Assistant General Counsel. Her involvement in animal protection began in 1983 when she founded Students for Animal Welfare, the first college animal protection organization at American University. Rubin received her degree in environmental science from American University and went on to obtain her Juris

Doctor from the Washington College of Law. She has a certificate in non-profit business and management from Johns Hopkins University.

CANDIDATE QUALIFICATION AND QUALITIES

The successful candidate for the position of Director for the Fund for Animals Wildlife Center should have

- knowledge of business operations, including effective budget development and management processes, as well as the ability to translate strategic thinking into action plans and related outcomes;
- excellent communication skills, including public speaking and writing for diverse audiences;
- demonstrated ability to build community and individual relationships;
- ability to build and foster relationships by reinforcing trust and respect, and demonstrating high standards of tact, diplomacy, and discretion;
- superior leadership skills with demonstrated knowledge and understanding of staff management practices and processes;
- ability to establish accountabilities, expectations, and manage performance to achieve results;
- knowledge of good rehabilitation practices and organizations, particularly as pertains to California and USA regulations;
- experience in fundraising and donor cultivation; and
- knowledge and prior training in PC (protected contact) method (preferred).

A bachelor's degree in a management field or equivalent experience managing a non-profit or zoological facility is required for this position as is experience supervising a staff of five or more.

SALARY AND BENEFITS

Humane Society of the United States offers a competitive compensations and benefits package.

LOCATION

The Fund for Animals Wildlife Center is located in Ramona, California 36 miles northeast of San Diego.

DIVERSITY AND INCLUSION

The Humane Society of the United States is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, marital or parental status, veteran status, and other legally protected characteristics.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate or learn more, please contact Greg Duyck:
gregduyck@aspenleadershipgroup.com.

All inquiries will be held in confidence.

