



## Executive Director Opportunity

Aggieland Humane Society  
5359 Leonard Road, Bryan, TX 77807  
[www.aggielandhumane.org](http://www.aggielandhumane.org)



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## ABOUT THE AGGIELAND HUMANE SOCIETY

Located in Bryan, Texas, Aggeland Humane Society was founded in 1981 as the Brazos Animal Shelter. In 2011, it opened its doors to the new location at 5359 Leonard Road and changed the name to Aggeland Humane Society as a representation of the spirit of the region.

Aggeland Humane Society offers progressive, lifesaving programs and services, including:

- **PROGRESSIVE SHELTERING** – Aggeland Humane Society provides safe haven for more than 2,400 animals each year and has achieved a 91% live release rate. Only animals that are a risk to the public safety or untreatable are humanely euthanized.
- **MOBILE SPAY NEUTER UNIT** – In the last year, Aggeland Humane Society spayed and neutered 3,723 dogs, cats, puppies and kittens from over 30 communities. They provide high-quality, high-volume, low-cost spay and neuter surgeries for shelters, rescue organizations and underserved communities such as low-income families on government assistance and feral cat colonies.
- **COLLEGE INTERNSHIPS AND PROJECTS** – The community is home to Texas A&M University and one of the most prestigious veterinary schools in the world, the College of Veterinary Medicine & Biomedical Sciences. In partnership with the veterinary school and Blinn College, Aggeland Humane Society offers multiple service-learning opportunities to engage students hands-on through internships, programs and projects.

The Aggeland Humane Society provides humane care and placement for homeless and abandoned animals, promotes the human-animal bond and promotes responsible pet ownership to enhance the quality of life for the people and animals in our community.



■ **TRAP NEUTER RETURN FOR COMMUNITY CATS** --

Working with the public and local governments, Aggieland Humane Society traps, neuters, and returns more than 1,000 community cats each year.

■ **ANIMAL TRANSFERS** – Aggieland Humane Society makes

roughly 20 transfer trips for nearly 200 pets annually to partners in Colorado, Wisconsin, Maryland, New York, and Washington State. This program makes it possible for pets, especially dogs and puppies, who live in areas with over-saturated pet populations to safely travel to communities where there is a higher demand for rescue pets.



■ **FOSTER CARE** – Each year, more than one hundred volunteer foster homes are equipped with essential supplies like food and medicine to care for animals needing extra support. This is especially critical during the spring and summer when the shelter sees over 300 kittens and puppies needing foster care.

■ **SPECIAL EVENTS AND COMMUNITY PROGRAMMING** – From the Wiener Fest and the FURmula 1 marble racing contest to cat yoga and the pet costume contest, Aggieland Humane Society provides creative and fun ways to engage the community and raise needed support for the organization. The shelter enjoys plenty of community support with a positive reputation as a caring, lifesaving nonprofit.

■ **SHELTERING SERVICES FOR MUNICIPALITIES** – Aggieland Humane Society provides housing services for stray animals picked up by animal control in Brazos County and the city of College Station. Animals found within the City limits of Bryan are taken to the Bryan Animal Center.

Aggieland Humane Society is a private, nonprofit organization that is not operated or funded by any national humane organizations and relies on contributions from generous supporters to bring services to the community.





## THE OPPORTUNITY

Reporting to the board of directors, the Executive Director is a compassionate leader whose decision-making and relationship skills reflect a commitment to the mission of the AggIELAND Humane Society. S/he is responsible for the organizations' direction, shelter operations, personnel, and management. The Executive Director cultivates support for the organization by building relationships with donors and key stakeholders, offering opportunities to make an impact for pets in need through support of AggIELAND Humane Society mission-related activities and programs.

The ideal candidate will have nonprofit leadership experience and an understanding of animal welfare and sheltering. S/he will also demonstrate success in fundraising, possess strong people skills, and the ability to work up, down, across the organization and community to achieve goals. S/he will have experience working with a board of directors, staff and volunteers, and the capacity to develop and nurture relationships with key stakeholders and donors.

## ESSENTIAL RESPONSIBILITIES

The Executive Director partners with the Board of Directors to grow the organization's base of support while managing operations of the shelter. Priorities include the following:

### **Provide leadership & direction**

- Provide leadership and developmental opportunities to a committed team of staff and volunteers.
- Develop and implement organizational policies.
- Monitor and evaluate programs and services.
- Uphold the AggIELAND Humane Society code of conduct at all times.

### **Fundraising and Fiscal Management**

- Oversee a growing annual budget of approximately \$1.7 million. Prepare the annual budget, sign checks and contracts, and transfer stocks, bonds, and funds for operations expenses.
- Foster relationships with donors, businesses, foundations and corporations to expand financial support.

- Board Development**
  - Successfully partner with the Board of Directors to develop strategic plans and identify opportunities to advance the organization’s goals.
  - Handle all legal matters in coordination with board president.
  - Prepare agenda items, information, reports, and recommendations to the board and attend board and board committee meetings.
  
- Communications and Brand Management**
  - Serve as primary ambassador for Aggieland Humane Society representing the organization before the media, stakeholders, and in other public venues.
  - Successfully articulate messaging around sensitive issues such as euthanasia in a professional and compassionate manner.
  
- Partnerships and Political Acumen**
  - Effectively engage and collaborate with local officials, donors, general public, and other stakeholders.
  - Cultivate relationships with municipalities and negotiate sheltering contracts.

## QUALIFICATIONS AND PROFESSIONAL EXPECTATIONS

- Bachelor’s Degree required.
- Minimum of 5 years of increasingly responsible nonprofit management and supervisory experience.
- Fundraising and resource development experience is required. Proven major gift and capital campaign experience highly desired.
- An understanding of animal welfare and sheltering issues, as well as experience working with local officials and animal control contracts, is preferred.
- Exceptional written and verbal communication skills and the ability to promote a professional image.



## COMPENSATION AND BENEFITS

In addition to competitive salaries, Aggieland Humane Society offers a comprehensive benefits package, including:

- Health Insurance—employer paid—with family coverage at cost to employee through payroll deduction
- Life Insurance—employer paid
- Options for Vision and Dental—partial coverage—with family coverage at cost to employee through payroll deduction
- Retirement 403 (b) Plan through payroll deduction with up to 3% employer matching
- Paid vacation and sick leave, 11 paid Holidays
- Paid Membership to the Association of Animal Welfare Administrators (AAWA) and the Bryan-College Station Chamber of Commerce
- Annual Professional Conference Registration and travel/hotel expenses paid

The salary range for this position begins at \$68,000, commensurate with experience.



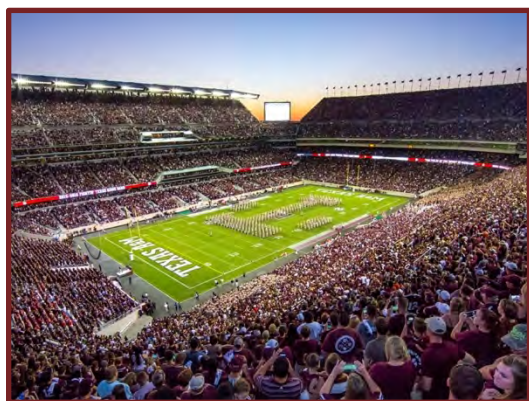


## LIVING IN BRYAN-COLLEGE STATION

Bryan–College Station is a metropolitan area of approximately 273,000 people, centering on the twin cities of Bryan and College Station in the Brazos Valley region of Texas. The area's economic and social life is centered on the main campus of Texas A&M University in College Station; thus, the area is popularly known as "Aggieland" in reference to the Aggies nickname for the university's sports teams and students.



College Station is home to the main campus of Texas A&M University, the flagship institution of the Texas A&M University System. The city owes both its name and existence to the university's location along a railroad. Texas A&M's triple designation as a Land-, Sea-, and Space-Grant institution reflects the broad scope of the research endeavors it brings to the city, with ongoing projects funded by agencies such as NASA, the National Institutes of Health, the National Science Foundation, and the Office of Naval Research.



Located in the heart of the Houston-Dallas-Austin triangle and within a three-hour drive of every major population center in the state, Texas A&M's main campus in College Station is home to more than 69,000 students.

College Station boasts one of the lowest property tax rates in Texas, and despite its exponential growth, has found a way to maintain a small-town feel while offering abundant entertainment and recreational opportunities in a safe and wholesome environment. It is among the safest and most family-friendly places in Texas, consistently maintaining one of the state's lowest crime rates.

Sources: [https://en.wikipedia.org/wiki/Bryan-College\\_Station](https://en.wikipedia.org/wiki/Bryan-College_Station), [www.tamu.edu](http://www.tamu.edu), [https://www.cstx.gov/our\\_community](https://www.cstx.gov/our_community), and [www.bryantx.gov](http://www.bryantx.gov)



## TO APPLY

For more information about this position or to suggest a prospective candidate, contact:

**Betsy McFarland**  
Principal, Adisa  
[betsy@adisagroup.com](mailto:betsy@adisagroup.com)  
240-447-8616

*All inquiries and discussions will be considered strictly confidential.*

**To apply:** Please submit a resume and cover letter summarizing your qualifications as they relate to the position description to [betsy@adisagroup.com](mailto:betsy@adisagroup.com).

*Aggieldand Humane Society offers equal employment opportunities to all qualified applicants and employees without regard to an individual's race, color, creed, sex, sexual orientation, gender variance, marital status, family status, age, national origin, disability, medical condition, ancestry, or military status.*

*Aggieldand Humane Society is a Drug Free Work Environment.*

*A pre-employment background check and drug screen are required for all positions.*