

Embark on a leadership journey with an innovative organization at the forefront of advancing animal welfare in a vibrant community.

### Are You an Ideal Candidate?

**Strategic Leadership Excellence:** You have a strategic mindset and the ability to balance the art of big picture thinking with the intricacies of daily operations. Your growth-oriented and inclusive approach actively involves others in shaping a compelling vision for the future, ensuring that diverse voices are heard and valued.

**Fundraising and Financial Acumen:** You have a proven track record of building and growing relationships with donors who are eager to make an impact. By nurturing these connections, you maintain donor loyalty and sustain lasting relationships. Your adept financial management skills position you as a strategic partner in finance, strengthening the organization's foundation for long-term success.

**Effective Spokesperson:** You effectively serve as the organization's voice, actively engaging with the community to champion its mission with compelling presence. Your ability to communicate with clarity and passion strengthens relationships and builds trust among stakeholders and the wider community.

**Focused on People and Animals:** At the heart of your leadership is a proven dedication to both human and animal welfare. Your ability to listen, value different perspectives, and foster trust defines your dynamic leadership approach. You lead by example, emphasizing accountability and nurturing the leadership potential in others.

**Emotional Intelligence and Unwavering Integrity:** Your leadership is characterized by a high degree of emotional intelligence, which illuminates your interactions with genuine sincerity. You not only inspire

those around you but also cultivate an environment where open, honest communication thrives, reinforcing the foundation of your team's success.

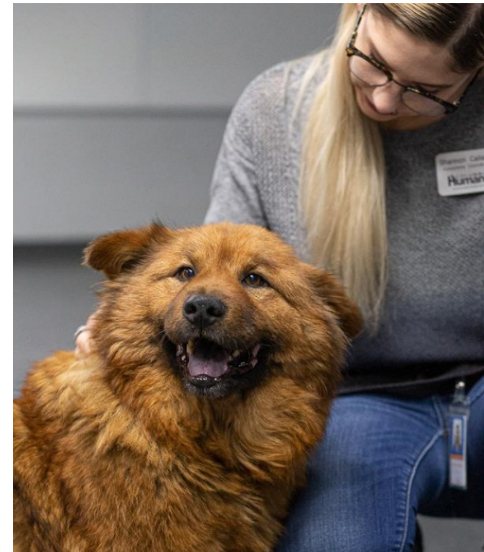
**Passionately Mission-Driven:** Your leadership is fueled by a passion for the organization's mission, embodying dedication to both animal welfare and human services. Your approach is not just about addressing immediate needs; it's about respecting the intricate connections between human and animal well-being.

#### VISION

All animals live free of suffering and all companion animals are valued members of loving and caring families.

#### MISSION

To fight animal cruelty, help animals in need, and advocate for their well-being.



## About Columbus Humane: 140 Years of Kindness to All Creatures.

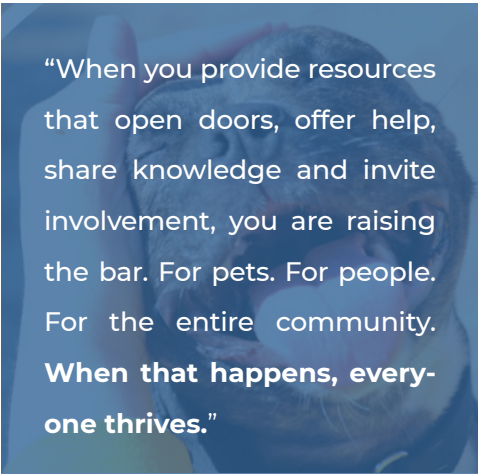
Columbus Humane stands as a beacon of hope and support in the community's heart, fostering a connection between humans and their animal companions. With the introduction of a first-of-its-kind low-cost veterinary clinic, pet food pantry, and veterinary assistant training program all under one roof, the Columbus Humane Essential Care Center, located on the Southside of Columbus, is dedicated to assisting families in need. The creation of this facility further demonstrates Columbus Humane's unwavering commitment to the well-being of pets and their people.

Columbus Humane opens its doors to over 8,000 animals each year, providing care for an average of more than 250 animals daily. At the core of their work is a steadfast belief in the power of innovation. It's not seen as an occasional venture but as a continuous journey towards progress. Columbus Humane leads with thought-provoking programs that transcend merely saving lives; these initiatives enrich and fulfill lives, setting a standard that becomes an integral part of their ethos.

Columbus Humane plays a pivotal role in safeguarding animal welfare, investigating more than 6,000 animal cruelty cases a year in Franklin County. They are the first line of defense between animals and those who mistreat them.

Celebrating a 16-year partnership with Ohio State University College of Veterinary Medicine, Columbus Humane has not only provided invaluable shelter medicine experience to the next generation of veterinarians but has also contributed to over 75,000 spay/neuter procedures in the community.

Through these comprehensive efforts, Columbus Humane emerges as a community pillar, where innovation, compassion, and education merge to forge a brighter future for animals and the people who cherish them.



“When you provide resources that open doors, offer help, share knowledge and invite involvement, you are raising the bar. For pets. For people. For the entire community. When that happens, everyone thrives.”

## COLUMBUS HUMANE IMPACT HIGHLIGHTS



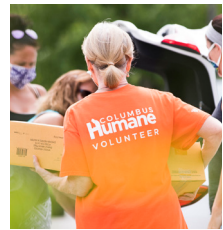
**8000 +**  
ANIMALS CARED  
FOR EACH YEAR



**49**  
SPECIES SERVED



**250**  
AVERAGE ANIMALS  
IN CARE EACH DAY



**35,000 +**  
HOURS OF SERVICE  
GIVEN ANNUALLY  
BY VOLUNTEERS

## The Vibe

### ***Vibrant and Energetic Environment:***

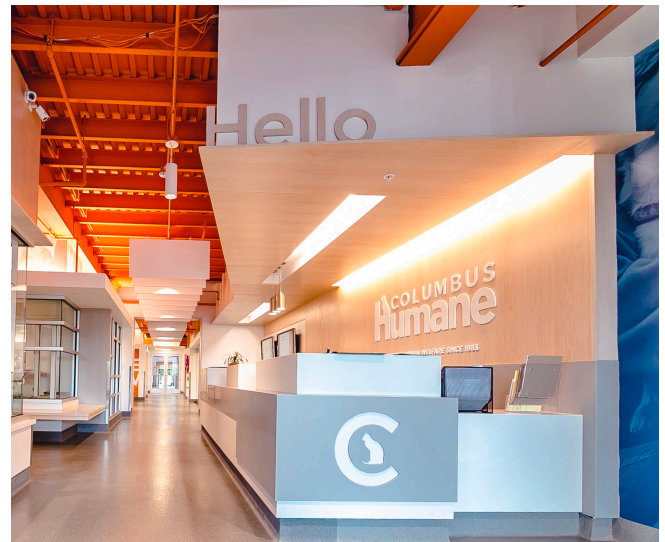
Columbus Humane exudes an atmosphere of energy and life. Its state-of-the-art facilities, both beautiful and contemporary, reflect the organization's



commitment to excellence.

The Essential Care Center stands as a powerful symbol of Columbus Humane's

dedication to delivering exceptional care without judgment, embodying the organization's progressive vision for animal welfare.

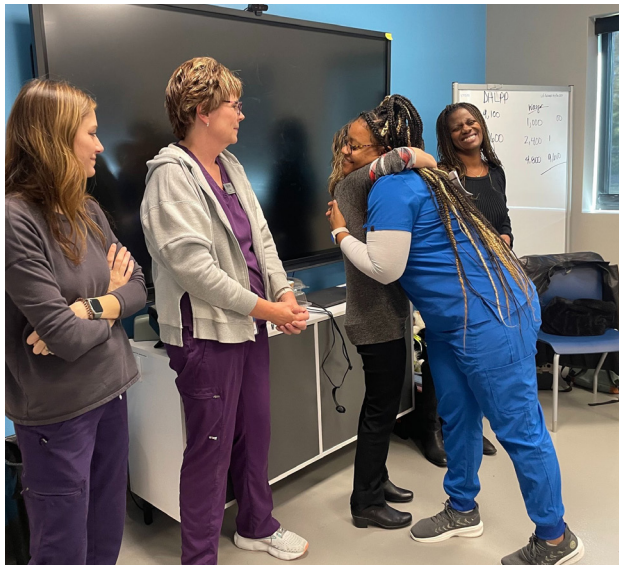


### ***Openness and Integrity:***

Columbus Humane champions sincerity, kindness, and respect, creating an inclusive environment where challenging conversations are embraced. There is no room for insincerity; the organization thrives on authentic interactions and adherence to its core values of expertise, innovation, collaboration, and endurance, all while uplifting others.

### ***Dedication to Diversity and Inclusion:***

Columbus Humane is committed to embracing diversity, recognizing the value of differing capabilities, experiences, and cultural perspectives. The organization is committed to continual learning, inclusivity, and fostering an environment where the gifts of all people are valued and maximized.



### ***Effective Board Leadership:***

Columbus Humane benefits from a board characterized by warmth, kindness, and strong governance. Fully understanding their roles and those of the staff, they are open, eager to learn, and supportive of new ideas. With a financial commitment that underlines their engagement and enthusiasm, they embody an ideal advisory and consent relationship, always focused on the big picture to guide the organization's strategic direction.



## Your Role as CEO

As CEO, your role will be to guide Columbus Humane with visionary leadership and a robust strategic direction, ensuring the organization's mission and vision are realized. Your responsibilities will extend beyond raising awareness of Columbus Humane's impactful programs and community contributions; you will embody the organization's core values, leading with principle and engaging the team to foster a positive, collaborative culture aimed at achieving strategic objectives. You will be instrumental in expanding our donor base, ensuring financial stability, and securing the resources necessary to propel Columbus Humane forward, particularly as we broaden our initiatives through the Essential Care Center.



Columbus Humane is at the forefront of integrating animal welfare with human services and is in search of a Chief Executive Officer who combines a passion for the cause with strong leadership and expertise in animal welfare. This role offers the unique opportunity to elevate an already remarkable organization, making a lasting impact through compassionate, strategic leadership committed to both animal and community welfare.

The ideal CEO will excel not only in fostering relationships and enhancing organizational reputation but also in championing the values of integrity, empathy, and optimism. This role demands a leader skilled in team development and capable of nurturing a culture of accountability and cooperation, ensuring every team member is engaged and motivated towards shared objectives.

Exceptional communication skills are crucial. As the public face of Columbus Humane, you must adeptly connect with diverse groups, advocating effectively for our cause.

Your leadership will balance emotional intelligence with decisiveness, navigating the organization's challenges with compassion and clear judgment.



We seek a leader who is visionary yet adaptable, someone who can manage the complexities of our mission with resilience and a steadfast commitment to positive change. Your approach should blend a sincere belief in our potential for impact with the ability to actualize our goals, turning our vision for animal welfare and human services into tangible outcomes.

We invite candidates who are ready to lead with authenticity, drive meaningful change, and believe deeply in the power of community. If you are prepared to lead with purpose and inspire with integrity, we encourage you to apply and help steer Columbus Humane into its next chapter of success.





## QUALIFICATION CHECKLIST

- Education & Experience:** Bachelor's degree or equivalent experience in non-profit management, with a minimum of 5-10 years in a senior-level leadership capacity, and a minimum of 10 years of team leadership.
- Visionary Leadership:** Capable of fostering an entrepreneurial spirit, motivating teams, making tough decisions, and effectively communicating a compelling vision to diverse audiences, engendering trust and ensuring diverse voices are heard.
- Fundraising Experience:** Demonstrated success in donor cultivation, securing major gifts, and implementing effective fundraising strategies to support the organization's mission and priorities.
- Strategic Agility and Business Acumen:** Demonstrates a strong understanding of core business principles, including strategic planning and resource allocation, with proven experience in developing strategies to effectively support the organization's mission.
- Ethics & Integrity:** Demonstrates unwavering honesty, integrity, and ethical behavior in all interactions.
- Community Engagement and Inclusivity:** Demonstrates the ability to actively engage with diverse communities, fostering inclusivity, understanding, and ensuring that all voices are heard and valued.
- Communication Skills:** Adept at clear communication across various settings and styles, including public speaking, to effectively advocate for the organization's mission and vision.
- Operational Management:** Has experience managing to Key Performance Indicators (KPIs), ensuring operational metrics are met or exceeded, and implementing measures for improvement.
- Board Relationships:** Experienced in collaborating with a Board of Directors.
- Animal Welfare Expertise:** Possesses a strong understanding of humane organization principles and best practices, preferably with CAWA certification. Shelter experience is strongly desired but not required.
- Executive Presence:** Has experience representing an organization professionally, promoting its mission, vision, and values effectively in various settings, using interpersonal skills to foster trust and inclusion.



## Life in Columbus, Ohio: A Blend of Cultural Richness, Economic Vitality, and Community Warmth



Columbus stands out as a vibrant city in the heart of the Midwest. As the state capital and the largest city in Ohio, it serves as a hub of innovation and education, providing a dynamic backdrop for both professionals and families. Here's what makes Columbus an exceptional place to call home:

- 🌟 **Economic Opportunities:** Boasting a robust economy, Columbus is home to several Fortune 500 companies, a booming tech industry, and a vibrant startup scene, and offers ample opportunities for career growth.
- 🌟 **Cultural Diversity:** The city celebrates a multitude of cultures, highlighted by its international festivals, varied culinary scene, and engaging arts community, emphasizing inclusivity at events like the Columbus Arts Festival and the annual Juneteenth celebration.
- 🌟 **Education and Research:** Renowned for its educational institutions, notably The Ohio State University, Columbus fosters a lively academic atmosphere and innovation, contributing significantly to research and development.
- 🌟 **Innovative Food Scene:** Reflecting its cultural diversity, the city's dynamic and innovative culinary landscape ranges from food trucks to upscale dining, offering flavors from around the globe.
- 🌟 **Arts and Entertainment:** A haven for arts and entertainment, featuring institutions like the Columbus Museum of Art and COSI, alongside districts such as Short North and Arena District that offer galleries, restaurants, and major events.
- 🌟 **Outdoor Recreation:** The city's scenic parks, bike trails, and the Scioto Mile promote outdoor activities, from the Columbus Park of Roses to the nearby Hocking Hills State Park, offering relaxation and adventure.
- 🌟 **Affordability:** Columbus provides an affordable cost of living compared to other major cities, with a range of housing options that, combined with the quality of life, makes it a magnet for professionals and families.
- 🌟 **Sports and Recreation:** Home to the Ohio State Buckeyes, Columbus Crew, and the Columbus Blue Jackets, the city boasts an exciting array of college and professional sports.
- 🌟 **Accessible Location:** Centrally located in Ohio, Columbus is within driving distance to other major cities like Cincinnati, Cleveland, and Pittsburgh, making it an ideal hub for exploration.

### TO APPLY:

*Columbus Humane has engaged Adisa to manage this search. Candidates interested in this opportunity should send their detailed resume and cover letter combined into a single PDF to [search@adisagroup.com](mailto:search@adisagroup.com). For any inquiries, kindly use the same email address.*

Living in Columbus, Ohio, means embracing a lifestyle that combines the buzz of city life with the warmth of a close-knit community. Whether you're drawn to its economic opportunities, cultural richness, or the welcoming atmosphere, Columbus invites you to find your place in its thriving environment.

