

Director of Animal Services

A Leadership Opportunity Grounded in Purpose and People

The Louisiana SPCA is seeking its next Director of Animal Services to lead a critical, high-impact division at a pivotal moment of growth and stabilization. This is a role for a leader who is as comfortable developing people as they are managing operations, someone who can bring clarity, steadiness, and connection in complex, emotionally demanding work.



The Director of Animal Services will oversee a multi-site, multi-function operation that includes animal care, field services, intake, adoptions, and community-facing programs. While the scope is operational, success in this role is deeply human.

This leader will be responsible for bringing teams together, supporting managers, and helping the broader organization operate as a cohesive whole in service of a shared mission: creating a more humane community for people and pets.

About the Louisiana SPCA

For more than 130 years, the Louisiana SPCA has played a central role in advancing the well-being of companion animals across the Greater New Orleans region.

As an open-admission shelter with a broad mandate, the organization operates at the intersection of animal welfare, public service, and community engagement, impacting more than 73,000 animals each year. With an annual operating budget of approximately \$14 million, the Louisiana SPCA delivers a wide range of services that extend well beyond traditional sheltering, including field services, humane law enforcement, and community-based programs designed to keep people and pets together whenever possible.

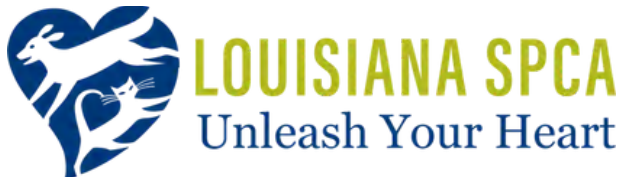
The Director of Animal Services is responsible for overseeing a significant portion of this work, including an operational budget of approximately \$5 million.

The Louisiana SPCA's mission—to promote, protect, and advance the well-being of Louisiana's companion animals—guides this work, alongside core values grounded in responsibility, compassion, collaboration, and continuous improvement.

OUR MISSION

Our mission is to promote, protect and advance the well-being of Louisiana's companion animals. Our diverse programs and services advance animal welfare and foster the human-animal bond.





Are You an Ideal Candidate?

A People-Centered Leader

You lead through relationships and know how to build trust, develop others, and create a culture where people feel both supported and accountable. You understand that in environments like animal welfare, how people are led directly impacts outcomes for both staff and animals.

An Integrator Across Teams and Functions

You naturally connect dots. You are able to bring together multiple departments with competing priorities and help them operate as one system. You don't default to silos or favoritism. Instead, you ensure that each part of the operation is valued and aligned.

A Developer of Managers

You take pride in growing leaders. You coach, guide, and challenge your managers so they can lead effectively in their own right. You are not the center of decision-making. You build capacity around you.

Grounded, Steady, and Resilient

You remain composed in fast-moving, emotionally charged environments. You can move from one challenge to the next without carrying the weight of the last moment into the next one. You bring consistency and calm, even when the work is difficult.

Accountable and Fair

You set clear expectations and follow through. You hold people accountable in a way that is direct, respectful, and consistent. You avoid both extremes—overly harsh or overly permissive—and instead create a culture where people take ownership of their work.

Curious and Open to Learning

You don't need to know everything on day one. You ask questions, listen carefully, and learn quickly. You are open to new systems and approaches, including the organization's use of EOS, and you engage with them thoughtfully over time.





Are You an Ideal Candidate?

Community-Oriented and Culturally Aware

You are comfortable engaging with a wide range of people and communities. You lead without judgment and approach people with openness and respect. You understand that the Louisiana SPCA serves a diverse and deeply rooted community, and you meet people where they are.

Mission-Driven and Human

You are motivated by purpose and impact. You understand the emotional realities of this work and lead with empathy, while also maintaining the ability to make difficult decisions when needed. You bring warmth, humility, and a sense of humor to your leadership.

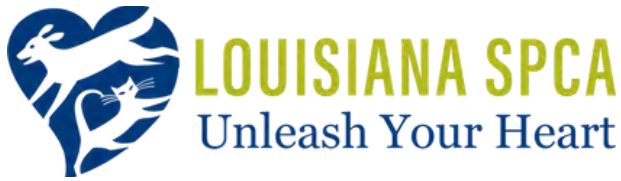
Your Role as Director of Animal Services

This is a broad and dynamic leadership role overseeing multiple core functions of the Louisiana SPCA's Animal Services division. Responsibilities include:

- Leading and supporting a team of managers across animal care, field services, intake, adoptions, and related functions
- Ensuring alignment and coordination across departments to improve outcomes and support smooth collaboration
- Translating organizational priorities into clear, actionable plans
- Supporting and strengthening community engagement and partnerships
- Overseeing shelter operations across multiple locations
- Contributing to disaster preparedness and emergency response efforts
- Managing budgets, resources, and operational performance



This role operates within the organization's EOS framework. While prior experience with EOS is not required, the Director will be expected to engage with its tools and approach over time, using them to support clarity, accountability, and team alignment.



The Vibe

The Louisiana SPCA is a mission-driven organization where people care deeply about the work and about each other. The culture is collaborative, supportive, and grounded in shared purpose, even in the face of challenging and emotionally demanding work. There is pride in the work, a strong sense of camaraderie, and a shared commitment to doing right by both people and animals.



The work of the Animal Services team, in particular, is fast-paced and reactive by nature. Success in this environment requires adaptability, emotional resilience, and a strong commitment to teamwork. Leaders who thrive here are those who can balance urgency with thoughtfulness, and accountability with compassion.

This role is also deeply connected to the New Orleans community—one that is vibrant, complex, and proudly unique. The Louisiana SPCA serves people from all walks of life, and the most effective leaders are those who approach the community with openness, respect, and a genuine desire to meet people where they are. An appreciation for the city's distinct culture and rhythm is essential.

The organization continues to evolve in its approach to animal services, incorporating modern, community-centered practices that focus not only on sheltering animals, but on keeping people and pets together whenever possible. This requires curiosity, flexibility, and a willingness to think beyond traditional models in service of better outcomes.





Qualifications Checklist

The work of Animal Services at the Louisiana SPCA is complex and demanding. This role requires both strong leadership capability and meaningful experience within animal welfare or a closely related field.

- Senior leadership experience managing teams in complex, people-centered environments
- Demonstrated ability to lead through others and develop managers
- Experience navigating multi-function operations or similarly complex systems
- Strong operational and organizational management acumen
- Comfort working in a structured, accountability-driven environment
- A deep commitment to animal welfare and community impact
- Direct experience in animal welfare, animal services, sheltering, or a closely related field



Additional Considerations

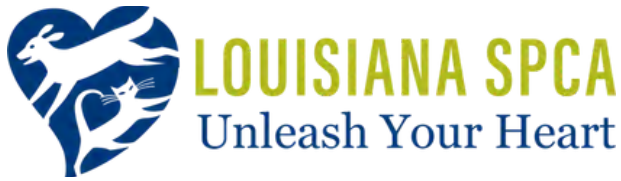
- Ability to obtain a valid driver's license
- Willingness to become trained in key operational aspects of the role as part of leading and supporting the team
- A sense of humor—this is serious work, but not a humorless place

Why This Role

This is an opportunity to lead meaningful, visible work in a community that cares deeply about animals and the people who love them, and expects grounded, thoughtful leadership in return. The Director of Animal Services will play a critical role in strengthening operations, supporting staff, and shaping the future of animal services in the region.



If you are a leader who thrives in complexity, values people as much as performance, and is motivated by purpose, we would welcome your interest.



New Orleans: A City Shaped by Culture and Community

New Orleans is a city unlike any other, rich in culture, deeply rooted in community, and shaped by a spirit of celebration and connection. For leaders drawn to purpose-driven work and meaningful relationships, it offers both professional fulfillment and a vibrant way of life.

🎺 The city is known worldwide for its music, food, and traditions, but it is also defined by its deep sense of community. Neighborhoods are distinct and deeply personal, each with its own rhythm, history, and character. From historic homes and oak-lined streets to lively corridors, there is a strong sense of place and belonging. The city offers a wide range of neighborhoods, from those near the urban core to quieter residential areas, allowing flexibility based on lifestyle and preference.

🎉 Cultural life is woven into everyday living. Festivals, live music, and local gatherings are part of the social fabric, not occasional events. Whether at a neighborhood parade, a jazz performance, or a casual evening with friends, the city invites participation in ways that feel both accessible and authentic.

🌸 The nonprofit and civic sectors are deeply interconnected, with leaders often working across organizations to address complex community needs. There is a shared understanding that the work matters, and a willingness to collaborate in service of it.

🌳 The natural environment is central to life here. Waterways, parks, and proximity to the Gulf offer opportunities for recreation and reflection while shaping the city's identity.

Living in New Orleans means being part of a community that shows up for one another, where life has a rhythm all its own and even hard work is often accompanied by music, movement, and connection.



TO APPLY:

Louisiana SPCA 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. For any inquiries, kindly use the same email address.

