Chief Executive Officer

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The Organization

Since 1897, Seattle Humane has dedicated its full energy and resources to saving and serving pets in need. Located across Lake Washington from Seattle in Bellevue, Seattle Humane is housed in a state-of-the-art facility, which was completed in 2017 at the end of a successful $30 M capital campaign. Seattle Humane’s spacious new home combines an animal shelter, adoption center, pet food bank, education programs, and a veterinary teaching hospital that is run in partnership with Washington State University’s College of Veterinary Medicine. It is a national leader in the animal welfare field whose $11 M annual revenue is derived from donations (76%), investments (16%) and fees for services (8%).

Together 125 staff, 3000+ volunteers, and 350 foster families enable Seattle Humane to care for over 7,000 animals each year. Seattle Humane’s Life-Saver Rescue Program saved the lives of over 4000 pets via its world class transfer program from shelters locally and across the United States. Learn more about Seattle Humane and its lifesaving work here.

Seattle Humane is a member of the Pet Alliance of Washington and follows the Asilomar Accords, the national standard on data collection and transparency for animal shelters. Seattle Humane is not affiliated with the The Humane Society of the United States nor does it receive any funding from them.
The Role

Seattle Humane is seeking a new Chief Executive Officer (CEO) to lead this well-respected, successful organization. Now that Seattle Humane has concluded its capital campaign it is eager to focus more of its resources on community outreach in veterinary deserts and on increased efforts to help low income households and seniors keep their pets. Reporting to a highly engaged and supportive Board of Directors, the CEO will begin their tenure by collaboratively creating a new strategic plan that focuses on an expanded vision and organizational growth.

Key Leadership Priorities

Organizational Leadership

• Lead the Board and staff in the development of the next three-year strategic plan and inspire them to clearly define what comes next for Seattle Humane
• Align the Board and staff around the new plan and lead implementation with specific goals, KPIs, and expectations
• Evaluate current organizational structure, staffing levels, and compensation levels and make appropriate adjustments
• Play the role of culture architect, creating an inclusive, transparent, supportive environment for staff and volunteers where everyone feels welcome
• Create and implement communication protocols so that critical information reaches the appropriate audience at the appropriate time
Key Leadership Priorities (continued)

People Management
- Invigorate, empower, and motivate a group of staff and volunteers who work in sometimes distressing situations and can experience compassion fatigue
- Engage employees and volunteers at all levels and in all departments to ensure informed decision-making
- Seek ways to demonstrate appreciation for the important contributions of volunteers, and create space for them to lend their professional expertise to the organization
- Ensure that staff and volunteers have the training, coaching, and mentoring they need to be successful

Board Engagement
- Partner with the board to create opportunities for engagement and strategic and generative input
- Ensure board has buy-in on key decisions as well as agreement on strategic direction
- Support board governance (i.e. training, committee structures, term-limits, recruitment)

Community Engagement and Fundraising
- Externally, serve as the voice and face of Seattle Humane in the community with partners, funders, and other stakeholders
- Seek and build relationships with new community partners who can help Seattle Humane extend its reach to more underserved communities
- Collaborate with and support the Chief Advancement Offer and a talented fundraising team to create and drive a robust multi-year fundraising strategy to continue the momentum and buzz generated by the recent capital campaign
The Ideal Candidate

Seattle Humane seeks a dynamic, entrepreneurial leader who is passionate about animal welfare. The ideal candidate will have proven success in a large, complex organization where they demonstrated sound fiscal management. They will be a confident leader who drives business strategy from a people and pet perspective. The CEO will be a people and culture champion who will capitalize on the collective intelligence within the organization and the strength of the external partnerships.

The ideal candidate can calmly lead and engage in a dynamic, fast-changing, emotionally demanding environment. They will be a good listener who seeks the input of the subject matter experts and has a bias toward thoughtful action and decision making. Candidates will be adept at creating internal harmony, inclusiveness, productive environments, and at building bridges between constituencies. The CEO must be committed to openness, transparency, idea sharing, constructive feedback. Strong emotional and cultural intelligence is crucial to communicate effectively and respectfully with staff, volunteers, the board of directors, people from other shelters, and the pet owners Seattle Humane serves, all of whom bring diverse backgrounds and experiences. The CEO must model mature and empathetic behavior. Compassion, integrity, accountability, and credibility are key attributes for success, as is an unwavering commitment to the welfare of the animals in Seattle Humane’s care.

The successful candidate will be confident and comfortable having a public persona with major donors, foundations, current and future partners, and media. They will be a natural relationship builder with success as a champion of partnerships and collective impact.
Minimum Qualifications

Candidates should have prior experience as an executive leader or chief executive in a similar sized organization. Experience with or willingness to learn animal welfare and the major organizations in this arena is crucial for success in this role. Familiarity with social enterprises and nonprofit fundraising is an asset. A Bachelor's degree from an accredited college or university is required.

To Be Considered

Seattle Humane is committed to our community, to equal employment opportunity, and to diversity in our workplace. All qualified candidates are encouraged to apply. Cover letters expressing your passion for the mission and fit for the role should be addressed to Mikkell Jackson Roeland and thoughtfully crafted to articulate your interest in the position and fit for the role.

*The search for the Chief Executive Officer of Seattle Humane is being assisted by a team from Waldron:*

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Waldron is honored to work with Seattle Humane in the search for a Chief Executive Officer. We believe in and support the work of Seattle Humane and we are doing our best to recruit a talented leader who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.