



Position Profile: President

The Rhode Island Society for the Prevention of Cruelty to Animals (RISPCA) is currently seeking a President who will lead the strategic direction for the RISPCA's future, working in partnership with Board, staff and community partners to protect and care for animals.

With a passion for the RISPCA's critically important work the President will build upon the legacy of the RISPCA, a well-respected, trusted animal welfare agency that has provided services to the community for over 150 years. They will manage a budget of over \$3M, a staff of over 30 and serve the general public. The President reports directly to the Board of Directors, a group of strategic, highly engaged community, private and public sector leaders committed to the mission and vision of the organization.

About the RISPCA

Founded in 1870, the Rhode Island SPCA is the oldest nonprofit animal welfare organization in the state of Rhode Island and the third oldest in the country. We provide adoption and rehoming services, veterinary care, humane education, training support and pet owner assistance programs. The Rhode Island SPCA is also the only organization in the state that can legally investigate and prosecute cases of animal cruelty and neglect and takes an active role in legislative matters concerning the welfare of all animals in our state.

As a private, non-profit 501(c) (3) organization, the RISPCA does not receive any local, state or federal funding nor are we affiliated with any national humane organization. The RISPCA relies on donations from individuals, businesses, and foundations to provide critical programs and services for the animals and people in the community.

To learn more, please see the **RISPCA** website

Position Summary

The President is responsible for overseeing the administration, programs and strategic plan of the organization. They will ensure financial sustainability through grants acquisition, direct fundraising, marketing, and community outreach and oversee the organization's operations, including veterinary services and shelter operations, budget and resources. The President will supervise the law enforcement activities and oversee investigations and legal action. They will guide the growth of the organization and further the mission by building relationships throughout the community and with RISPCA's partners.

Key Duties and Responsibilities

Mission and Organization Strategy: Works with the board and staff to ensure that the mission is fulfilled through strategic planning and that the organization effectively delivers quality services and programs to the community.

Organizational Leadership: Creates an inclusive, cohesive team-based organizational culture built on our values of service, respect, kindness and compassion, accountability, open communication and feedback, integrity, openness to change, safety and teamwork. Attracts, recruits, leads, develops, mentors and motivates an empowered staff ensuring everyone is connected to the organization's mission, vision, and shared values.

Partnerships and Advocacy: Advocates for the mission, vision and values of the organization to build relationships and partnerships with community-based organizations, government agencies and other stakeholders. Supervises legislative activity, drafts testimony and testifies on matters related to animal welfare.

Financial Performance and Viability: Ensures the fiscal integrity of the organization to ensure maximum resource utilization.

Fund Development/Fundraising: Raises funds and directs the grant process; cultivates donors, develops resources and funding streams to support RISPCA's mission.

Leading Change and Project Management: Spearheads the development, communication and implementation of effective growth strategies and processes.

Operational Management: Oversees and implements appropriate resources to ensure that the operations of the organization are run efficiently. Enforces employment, operational and administrative procedures to insure effective operations. Executes all contracts, notes and agreements on behalf of the organization. Oversees all major building, IT and facility projects.

Law Enforcement Activities: Oversees, appoints and supervises the Law Enforcement/General Agent. Monitors investigations and litigation; ensures adherence to applicable Rhode Island laws related to animal cruelty.

Board Relations: Works closely with the board to fulfill the organization's mission. Develops collaborative relationships with the Board of Directors providing proactive communications, support to committees and leadership in the strategic planning process.

The Voice of RISPCA: Works closely with other professional, civic and private organizations; is active and visible in the community and the state; serves as the chief advocate, champion and spokesperson for the RISPCA to the media, state and local government and the general public.

Experience and Education

The President will have a minimum of 15 years of leadership experience and at least 5 years in a senior leadership role. Experience or strong familiarity leading a non-profit organization, reporting to a board of directors is required.

- Bachelor's degree required. Master's or continuing education preferred.
- Experience or knowledge of animal welfare or a related sector highly preferred. Certified Animal Welfare Administrator a plus.
- Fundraising public and private funds required.
- Must have experience creating a team-based work environment in collaboration with staff.
- Track record of building and leveraging relationships within and among a diverse group of stakeholders, such as community, government, non-profits and businesses is required.
- Fiscal management experience required.
- Public policy experience desirable.
- Bilingual Spanish a plus
- Understanding of applicable Rhode Island law related to animal cruelty a plus.

Key Competencies

Our preferred candidate is a collaborator who will build and strengthen relationships among all internal and external stakeholders. They will engage board members, staff, clients, volunteers, donors, funders, partners, public officials and the community around RISPCA's mission and commitment to protect and care for animals.

They should possess the following attributes:

- Have a genuine passion and demonstrated commitment for the protection and safety of domestic animals.
- The ability to convey a vision of RISPCA's strategic future to all stakeholders. Can inspire and create excitement around the mission, move it forward and engage others to get involved.
- Ability to raise funds and develop funding sources.
- Compassionate, approachable, accessible and inclusive in style.
- A true delegator who will empower staff to take calculated risks, be accountable and encourage their professional and intellectual growth.
- Excellent oral, listening and written communication skills.
- Flexible, adaptable; open to new ideas and able to develop creative solutions to the changing landscape and challenges in our business.
- Transparent in their actions; personal integrity, honesty, and respect for others as demonstrated throughout their career.
- Uses sound judgement in decision-making with the long-term success of the organization in mind.
- Strong organizational skills.
- Comfortable working with a diverse group of stakeholders, public speaking, facilitating and presenting to groups.
- Strong financial management, budgeting, business acumen and project management skills.

Contact

This is an exciting opportunity for a leader who is committed to the humane treatment of animals, educating the public and who is truly committed to making a positive contribution to the community. Compensation will be commensurate with experience and qualifications. This is an on-site position. The salary range for this position is \$125K-\$150K annually. There is no relocation assistance provided.

RISPCA is an equal opportunity employer and fully committed to a culturally diverse staff to better serve our community. Candidates should submit a resume and cover letter describing their interest in this position, references, and salary requirements to:

Cynthia Butler, SPHR, SHRM-SCP
Butler & Associates Human Resources Consulting
[**cjbutlerhr@gmail.com**](mailto:cjbutlerhr@gmail.com)