



**HUMANETM
SOCIETY
OF UTAH**

Change Their World

The Humane Society of Utah
www.UtahHumane.org

Leadership Search

Executive Director



ANDERSON IMPACT

All Inquiries

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ORGANIZATION: The Humane Society of Utah
www.UtahHumane.org

HEADQUARTERS: 4242 South 300 West
Murray, UT 84107

POSITION: Executive Director

REPORTS TO: President of the Board



MISSION

The Humane Society of Utah is dedicated to the elimination of pain, fear, and suffering in all animals. Our goal is to keep pets and people together, bring them together, and help move each animal to their most appropriate outcome as quickly as possible.



BACKGROUND

Founded in 1960, the Humane Society of Utah is the largest open-admission animal welfare organization in the state. We welcome any companion animal that can be legally admitted and work to find each animal in our care a loving home.

The Humane Society of Utah is also the state's leading provider of affordable, quality veterinary care, operating two public clinics. The primary clinic is located at the Murray headquarters and adoption center campus. The Humane Society's new St. George clinic was opened in 2021. Combined, the two clinics provide services to more than 140,000 pets each year and generate more than \$2 million in net revenue to support the organization's critical mission.

We are poised to expand further to meet the growing needs of the community and is working toward establishing a new St. George Pet Resource Center on newly acquired land. For 62 years, the Humane Society of Utah has served as a vital resource for the animals of Utah and beyond. Two things have been consistent in that time: our focus and change. We remain as focused as ever to provide the best life possible for the animals we share our lives with, but how we do that is always progressing. With regularity, we ask ourselves "what's next?" Staying on the forefront of best practices, we implement new programs to save lives like we never have before to produce the best outcomes for all animals, both in our pet resource center and in the communities we serve.

The Humane Society of Utah does not euthanize any healthy or treatable animal in our care and exceeds nationally accepted no-kill standards. Our approach at all times is to find the best, most humane outcome for the animals in our care and create an environment of respect, responsibility, and compassion through our programs, advocacy, and education.

While we work to save lives in Utah and beyond, we have always stressed that the job ahead of us is too big for any one organization. This is why we feel it is important to foster a cooperative animal welfare community. We work with hundreds of rescue groups and animal shelters to advocate for better animal-friendly laws and policies and to transfer animals into our facilities when other organizations need assistance.



ANNUAL IMPACT

- **More than 6,000 adoptions**
- **Veterinary Care for more than 140,000 area pets**
- **Pet Retention Programs have kept more than 2,200 animals together with their families.**
- **More than 10,000 children enrolled in Humane Education Programs**

The Humane Society of Utah has experienced dramatic growth over the last decade. With the generous support of the community, the organization has seen its annual budget increase from \$3.6 million in 2013 to \$8.6 million in 2023.



THE OPPORTUNITY

The Humane Society of Utah has partnered with Anderson Impact in its search for a dynamic, innovative, and collaborative leader for the position of Executive Director.

As the leader of the Humane Society of Utah, the Executive Director will be responsible for guiding the administration, programming, and strategically planning the organization while working in concert with an experienced executive team and Board of Directors.

The Executive Director will be the face of the organization, its primary spokesperson, and cultivator of relationships with donors, community leaders, the veterinary community, animal welfare advocates, government officials, media, volunteers, and other key stakeholders to promote animal welfare and the mission of the Humane Society of Utah.

The Ideal Candidate:

- Is an experienced, compassionate, and collaborative leader with a commitment to the mission of the Humane Society of Utah.
- Has demonstrated success in raising philanthropic support and working with a Board of Directors.
- Has experience raising funds for a capital campaign.
- Has experience advocating animal welfare issues before local and state government bodies.
- Has demonstrated the ability to build, engage and leverage strategic partnerships.
- Has sound fiscal, business management, and human resources skills.
- Is experienced in understanding financial statements for planning, monitoring, and evaluation of organizational efficiency and effectiveness.
- Is committed to ensuring an organizational culture of inclusivity, collaboration, respect, and accountability.
- Has exceptional interpersonal and communication skills, strong personal integrity, and an ability to build effective relationships at all levels.

Required Education and Experience:

- Five to 10 years recent continuous experience in a nonprofit leadership role. Experience in animal welfare preferred.
- Bachelor's degree from a four-year college/university is required.
- Master's degree is preferred.



THE POSITION

Executive Director

The primary responsibility of the Executive Director is leading the Utah Humane Society's day-to-day activities and operations in support of the organization's strategic plan in collaboration with the Board of Directors. The Executive Director ensures that the Humane Society is fiscally and administratively sound and that its internal and external communications, fundraising, and systems are efficient and effective. This individual is the primary spokesperson for the organization and must display the interpersonal skills necessary to work with highly committed and compassionate staff, volunteers, and supporters. The Executive Director is also responsible for developing and maintaining a culture that motivates, develops, and supports staff, and attracts top talent. The Executive Director works closely with the President of the Board and keeps the Board of Directors informed of any important events and decisions.

Leadership & Management

The Executive Director, reporting to the Board of Directors, is responsible for the strategic operation of the organization, including developing and executing its strategic plan, policies and procedures, budget development and fiscal management, revenue growth, philanthropic outreach, and all elements that support and maintain program delivery. The Executive Director will be committed to nurturing, mentoring, and motivating both paid staff and volunteers. The Executive Director will:

- Continuously strive to improve the environment for staff and volunteers and build a culture of inclusivity, collaboration, respect, accountability, and program excellence.
- Develop training opportunities for professional and personal development for staff at all levels.
- Ensure effective internal communication to ensure staff and volunteers are well informed of decisions that affect them and the organization.
- Promote effective cross-departmental communication and collaboration.

There are 116 total staff, with nine direct reports to the Executive Director:

- Director of Human Resources
- Director of Development
- Medical Director (Murray Location)
- Medical Director (St. George Location)
- Clinic Director, (Murray Location)
- Director of Marketing & Communications
- Director of Finance & Strategic Planning
- Director of Pet Resource Center Operations
- Director of Facilities & Maintenance



Board Relations

A collaborative and productive working relationship with the Board of Directors is critical to the success of the organization. The Executive Director will:

- Work closely with the President and the Executive Committee to establish and guide the strategic vision for the Humane Society of Utah.
- Ensure that relevant issues are raised and addressed by the Board in a timely and organized fashion.
- Keep the Board routinely advised of the activities and the financial position of the organization.
- Make recommendations to the Board on operating policy, future directions, programs, fundraising activities, and outreach endeavors.
- Engage the Board in the Humane Society of Utah's programs and reinforce the importance of their financial support and participation.
- Work with the Board's Nominating Committee to ensure that the Board is diversified and is of the highest possible quality and committed to the welfare of the animals.
- Works closely with all standing and ad hoc committees established by the Board of Directors.

Fundraising

The Executive Director, considered the lead fundraiser for the Humane Society of Utah, is ultimately responsible for its fundraising success, and will be deeply engaged in high level institutional fundraising. The Executive Director will:

- Work closely with the Development Director to identify and cultivate relationships with high priority donors and prospects.
- Actively solicit major gifts in collaboration with the Development Director and Board of Directors.
- Collaborate closely with the Director of Development to ensure that a sound development strategy is in place to raise money among individuals, foundations, and corporations.
- Assist in the development and implementation of a plan to raise capital campaign funds for the building of a Pet Resource Center and Clinic in St. George, Utah.



Advocacy & External Relations

The Executive Director serves as the face and voice of the Humane Society of Utah, as well as the leading advocate for the organization and its mission. The Executive Director will be responsible for:

- Serving as an articulate and effective spokesperson for the organization.
- Building positive relationships with a diverse group of stakeholders, including the nonprofit and business communities, and the media.
- Advocating for the Humane Society, its mission, and programs to local and state elected officials and government entities.
- Making effective and professional oral presentations to members and the public in general concerning the programs and needs of the organization.

Salary & Benefits

\$135,00 to \$150,000 (depending on qualifications) annually, plus comprehensive benefits including health, dental, vision and life insurance, health savings account, 403(b) savings plan with up to a 3% match, paid time off (120 hours for first year and 160 hours for each full year thereafter), and a cell phone for business and personal use. The Humane Society of Utah will also cover relocation expenses up to a maximum of \$10,000.

Location



The Humane Society of Utah is located in the city of Murray, less than 10 miles outside of Salt Lake City, the state capital. Murray (population roughly 51,000) and the surrounding area is known for its natural beauty and centralized location.

Murray is called the “Hub of Salt Lake County” and is part of the Salt Lake City metropolitan area, a region with a population of nearly 1.3 million residents.

The Humane Society of Utah’s 40,000 square foot facility was completely remodeled in 2012 and is located next to Interstate 15 which makes it an ideal location for commuting from any direction.

Known for the stunning backdrop afforded by the towering Wasatch Mountains – and the endless opportunities for outdoor recreation they provide – the Salt Lake City area offers residents a uniquely vibrant and dynamic urban experience. As one of North America’s most accessible destinations, the region offers year-round excitement and activities for the entire family, alongside a contemporary edginess and vitality that’s helped the “new” Salt Lake become a renowned culinary destination.



Salt Lake City has recently been described as “an effortless balance between nature and city living.” The Capital City lies in between Great Salt Lake and the Wasatch Mountain Range and is growing into a vibrant blend of culture and heritage.

The heart of Salt Lake City beats with business, culture, education, commuters, eateries and all the accoutrements of metropolitan living. But unlike most other metropolitan areas, lush and beautiful mountains and canyons sit on the very borders of the city and offer hiking opportunities within minutes of its hustle and bustle.

Winter sports, such as skiing and snowboarding, are popular activities in the Wasatch Mountains east of Salt Lake City. 10 ski resorts lie less than an hour from the city.

Summer activities such as hiking, camping, rock climbing, and mountain biking are popular in the mountains. The many small reservoirs and rivers in the Wasatch Mountains are popular for boating, swimming, and other water-related activities. Because many roads in Utah have a speed limit of 80 mph, it is only a short six-hour drive to visit six outstanding national parks including Zions, Bryce, Arches, Bears Ear, Canyonlands, and Capitol Reef. Las Vegas can be reached in less than 7 hours!

And there are plenty of indoor things to do in Salt Lake City, too: concert venues; restaurants from all corners of the globe and a burgeoning foodie scene at small-market prices; ballet, opera, orchestra and theater worthy of much larger cities; museums; shopping; and sports fans will enjoy The JAZZ professional basketball, The REAL professional soccer, The GRIZZLIES professional hockey, as well as baseball with The BEES.

The dining scene in Salt Lake City is booming. Cultures from around the world are represented by authentic eateries, many of which are locally owned. From breakfast to late-night food truck stops, you'll always be able to find a great bite to eat. Dining in Salt Lake City has a well-earned reputation for excellence, thanks to its blend of international fare and local specialties. Many restaurants go beyond traditional cuisine, adding distinct twists that have become a Salt Lake trademark. Funeral potatoes, fry sauce and pastrami burgers are just a few of Utah's contributions to the culinary world.

American fare is well-represented in the city, but that's not all. Add to the mix creative foreign dishes served in atmospherically pleasing settings and Salt Lake becomes a foodie's paradise.



Procedure for Applications, Nominations, and Inquiries

Anderson Impact has been retained to conduct this search on behalf of the Humane Society of Utah. Consideration of candidates will continue until the position is filled.

Candidates should submit, in confidence, a resume and cover letter. All communications, nominations, applications, and inquiries concerning this search should be directed to Rich Anderson at Rich@AndersonImpact.com.

Prior to submitting your resume for this position, please read it over for accuracy. Anderson Impact does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

