



EXECUTIVE DIRECTOR OPPORTUNITY

Aggieland Humane Society
5359 Leonard Road, Bryan, TX 77807
www.aggielandhumane.org



Submit Letter of Interest and Resume to:

Chris Pourteau, Board of Directors

Email: arkewal@gmail.com

Phone and Text: 979-476-2628



About the Aggieland Humane Society

Located in Bryan, Texas, Aggieland Humane Society (AgHS) was founded in 1981 as the Brazos Animal Shelter. In 2011, it opened its doors at its new location at 5359 Leonard Road and changed its name to Aggieland Humane Society to capture the spirit of the local Bryan-College Station community, which is home to Texas A&M University. AgHS is a private, nonprofit organization not operated or funded by any national sponsor and relies on contributions from generous supporters to bring services to the community. The shelter offers progressive, lifesaving programs and services, including:

- **Progressive Sheltering** — AgHS provides a safe haven for more than 3,100 animals each year and has achieved a 91 percent live release rate. Only animals that are a risk to public safety or untreatable are humanely euthanized.
- **Mobile Spay Neuter Unit** — In 2022, AgHS spayed and neutered 4,389 dogs, cats, puppies, and kittens from more than 30 communities in the Brazos Valley region (our service area covers seven counties). The shelter provides high-quality, high-volume, low-cost spay and neuter surgeries for shelters, rescue organizations, and underserved communities that include low-income families on government assistance and feral cat colonies.
- **Trap Neuter Return for Community Cats** — Working with the public and volunteers, AgHS traps, neuters, and returns more than 1,000 community cats each year.

The Aggieland Humane Society provides humane care and placement for homeless and abandoned animals, promotes the human-animal bond, and promotes responsible pet ownership to enhance the quality of life for the people and animals in our community.

- **Animal Transfers** — AgHS makes roughly 20 transfer trips for nearly 200 pets annually to partners in Colorado, Wisconsin, Maryland, New York, and Washington State. This program makes it possible for pets, especially dogs and puppies, who live in areas with over-saturated pet populations to safely travel to communities with a higher demand for rescue pets.
- **Foster Care** — Each year, more than one hundred volunteer foster homes are equipped with essential supplies (e.g., food and medicine) to care for animals needing extra support. This is especially critical during the spring and summer, when the shelter sees in excess of 300 kittens and puppies needing foster care. In 2022, more than 1,000 pets went through our foster program.
- **Special Events And Community Programming** — With the Purrfect Pageant, Bark Leader, and the pet costume contest, to name a few events, AgHS provides creative and fun ways to engage the community and raise needed support for the organization. The shelter enjoys significant community support with a positive reputation as a caring, lifesaving nonprofit.
- **Sheltering Services For Municipalities** — AgHS provides housing services for stray animals picked up by animal control in Brazos County and the city of College Station. (Animals found within the city limits of Bryan are taken to the Bryan Animal Center.)



The Opportunity

The Executive Director (ED) of the AggIELAND Humane Society is a compassionate leader whose communication, decision-making, and relationship skills reflect a commitment to the mission and vision of the organization. He or she is responsible for AgHS's overall operation, planning, personnel, and management, and reports to the Board of Directors.

In addition to leading and managing AgHS staff, the principal role of the ED is to develop, cultivate, and sustain donor and key stakeholder relationships across the Brazos Valley and beyond. As the public face of the shelter, the ED offers opportunities to make a positive impact for pets in need through support of AgHS activities and programs.

The ideal candidate will have nonprofit leadership experience and an understanding of animal welfare and sheltering. He or she will also have demonstrated success in fundraising; possess strong interpersonal communication skills; and possess the ability to work up, down, and across the organization and community to achieve organizational goals. He or she should be prepared to work collaboratively with the AgHS Board of Directors, staff, and volunteers.



Essential Responsibilities

The Executive Director partners with the AgHS Board of Directors to grow the organization's base of support while managing operations of the shelter. Priorities include the following:

Provide Leadership & Direction

- Provide leadership and developmental opportunities to a committed team of staff and volunteers.
- Develop and implement organizational policies.
- Monitor and evaluate programs and services.
- Uphold the Aggieland Humane Society code of conduct.
- Provide succession planning to ensure AgHS's long-term viability.

Fundraising and Fiscal Management

- Oversee a growing annual budget of approximately \$1.7 million. Prepare the annual budget, sign checks and contracts, and transfer stocks, bonds, and funds to cover operational expenses.
- Develop, cultivate, and sustain relationships with community donors, business owners, foundations, and corporations to expand financial support.

Board Development

- Partner with the Board of Directors to develop strategic plans and identify opportunities to advance the AgHS mission.
- Handle legal matters in coordination with the board president.
- Prepare agenda items, information, reports, and recommendations to the board and attend board and board committee meetings.

Communications and Brand Management

- Serve as primary ambassador for AgHS, representing the organization to the media, donors stakeholders, and in other public venues as needed.
- Successfully articulate messaging around sensitive issues such as euthanasia in a professional and compassionate manner.

Partnerships and Political Acumen

- Effectively engage and collaborate with local community officials, donors, the general public, and other stakeholders as appropriate.
- Cultivate relationships with municipalities and negotiate sheltering contracts.

Qualifications and Professional Experience

- Bachelor's degree required or equivalent experience and training. Master's or doctoral degree preferred.
- Minimum 5 years of progressive nonprofit management and supervisory experience.
- Knowledge of public health and safety issues in animal welfare.
- Exceptional written and verbal communication skills.
- Demonstrated leadership, problem-solving and decision-making skills.
- Demonstrated ability to troubleshoot difficult situations and organizational changes.
- Experience developing and managing significant organizational budgets and contracts.
- Extensive fundraising experience with demonstrated major gift and capital campaign experience preferred.

Compensation and Benefits

The Aggieland Humane Society offers a comprehensive benefits package, which includes:

- Health Insurance—employer paid—with family coverage at cost to employee through payroll deduction.
- Life Insurance—employer paid.
- Options for Vision and Dental—partial coverage—with family coverage at cost to employee through payroll deduction.
- Retirement 403 (b) Plan through payroll deduction with up to 3% employer matching.
- Paid vacation and sick leave; 11 paid additional holidays.
- Paid Membership to the Association of Animal Welfare Administrators (AAWA) and the Bryan-College Station Chamber of Commerce.
- Annual Professional Conference Registration and travel/hotel expenses paid.
- Starting salary range \$85,000–\$95,000 annually based upon skillset and commensurate with experience.



The Aggieland Community

Bryan–College Station (B-CS) is a twin-city metropolitan area of approximately 275,000 people and the home of Texas A&M University and its nearly 73,000 students. B-CS is located in Brazos County, which lends its name to the seven-county Brazos Valley region of Texas, the service area for the Aggieland Humane Society. Economic and social life center on Texas A&M University in

College Station; thus, the area’s popular moniker of “Aggieland,” a nod to the Aggie nickname for the university’s sports teams and students.



College Station is home to the main campus of Texas A&M University, the flagship institution of The Texas A&M University System. Texas A&M’s triple designation as a land-, sea-, and space-grant institution reflects the broad scope of the research endeavors it brings to the city, with ongoing projects funded by agencies such as NASA, the National Institutes of Health, the National Science Foundation, and the Office of Naval Research.



Located in the heart of the Houston-Dallas-Austin triangle and within a two- to three-hour drive of every major population center in the state, B-CS boasts one of the lowest property tax rates in Texas. Despite its exponential growth, the community maintains a small-town feel while offering abundant entertainment and recreational opportunities in a safe and wholesome environment. It is among the safest and most family-friendly places in Texas, consistently maintaining one of the state’s lowest crime rates.

Sources: https://en.wikipedia.org/wiki/Bryan-College_Station, www.tamu.edu, https://www.cstx.gov/our_community, and www.bryantx.gov

To Apply

For more information about this position or to suggest a prospective candidate, contact:

Chris Pourteau
Board of Directors, Aggieland Humane Society
arkewal@gmail.com
(979) 476-2628

All inquiries and discussions will be considered strictly confidential.

To apply: Please submit a resume and cover letter summarizing your qualifications as they relate to the position description to arkewal@gmail.com.



Aggieworld Humane Society offers equal employment opportunities to all qualified applicants and employees without regard to an individual's race, color, creed, sex, sexual orientation, gender variance, marital status, family status, age, national origin, disability, medical condition, ancestry, or military status.

Aggieworld Humane Society is a Drug Free Work Environment.

A pre-employment background check and drug screening are required for all positions.