



ANIMAL LEAGUE OF GASTON COUNTY

North Carolina



Invites your interest in the position of

EXECUTIVE DIRECTOR



If you are a personable and highly effective non-profit manager with significant experience leading organizations through seasons of growth, the [Animal League of Gaston County](#) (ALGC), NC – west of the urban hub of Charlotte, invites you to consider applying to serve as its next **Executive Director (ED)**. The next **ED** will join a debt-free organization on the cusp of transition and growth. The ALGC is a 501(c)3 non-profit organization dedicated to ending the unnecessary suffering and deaths of healthy dogs and cats by providing high-quality, low-cost spay/neuter services to all pet owners regardless of income. Uniquely positioned as the lowest cost provider in a 3-county region, ALGC takes great pride in the superior services they provide.

This executive will maintain the clinic's reputation and mission as a low-cost clinic while strategically facilitating the organization's transition from a spay/neuter clinic to a full-service veterinarian hospital that remains committed to affordability for all. Additionally, the **ED in conjunction with the CEO** will oversee the renovation phase of the clinic's current facility while also ensuring adequate staffing and resources to operate the hospital. A visionary with impeccable interpersonal skills, the next **ED** will have the exciting opportunity to build the vision for the organization – solidifying the organization's identity and enhancing community support for the organization's mission. The ideal candidate has diversified fundraising experience in the nonprofit sector with successful grant writing experience securing grants from various sources.

The Board desires a humble professional who has the natural ability to build and maintain a working culture of high morale uniting staff around a collective vision. The next **ED** can seamlessly balance maintaining a presence in the community, interacting with key stakeholders, and ensuring the organization's strategic direction while also juggling the daily demands of overseeing nonprofit operations.

About the Organization:

The Animal League of Gaston County is a low-cost spay/neuter and wellness clinic that has served the Gaston County community and neighboring communities for 14 years. The Animal League of Gaston County was started in 2002. The spay/neuter clinic started in 2009. A team of experienced staff with years of experience is specially trained in the most up-to-date surgical techniques. Our paramount concern is the health and safety of our patients. Our clinic is a National Spay Neuter Response Team in which each staff member was required to complete intensive training on high-quality surgical techniques. Additionally, our veterinarians routinely review our procedures to ensure that we adhere to the highest standards of medical care.

The organization is governed by a 9-member Board of Directors. An advisory board includes 3 members, one of which is the organization's former Executive Director and current Chief Executive Officer. A team of extremely passionate volunteers acts as "boots on the ground" and community ambassadors for the Animal League. We have approximately 100 additional volunteers.

A new addition to the organization, the Waggoner Memorial Garden, serves as a tranquil, peaceful spot to memorialize beloved animals or honor that special "pet person" in your life. The garden, featuring butterfly gardens, a fountain, benches, and a shaded pergola that provide a serene and beautiful place of meditation will offer opportunities to memorialize pets with brick pavers as well as offer event opportunities.

In addition to spay/neuter services, the ALGC now offers wellness services including wellness exams, sick/injured exams, minor wound care, heartworm and flea preventatives, prescriptions, dewormers, allergy, eye/ear, and skin treatments.

About the Position:

The **ED** of the Animal League of Gaston County reports directly to the Board of Directors and is responsible for providing leadership in the overall operation and development of the organization. This includes implementing the strategic direction set by the Board and supervising the organization's operations, financial management, fundraising, personnel management, and community relations. Managing the organization's \$1.6M annual budget, the **ED** will unite staff and volunteers around the organization's mission and ensure all aspects of the organization align with its mission, values, and goals. The **ED** should have experience seeking and writing grants, as well as other development opportunities to ensure strategic growth initiatives are achieved and long-term organizational sustainability.

The **ED** will lead a team of passionate and long tenured staff members (9 full-time and 3 part-time) in executing the mission of the organization - **to promote companion animal welfare in the community through advocacy, education, and service**. The next **ED** will thoroughly enjoy immersing him/herself in the primarily rural community – being the face of the organization, networking, engaging, and building relationships with community members and key stakeholders. The **ED** will work closely with the organization's former Executive Director – now currently serving as the Chief Executive Officer and overseeing special projects.

Key Priorities:

- Evaluate operations, staffing, and programs. Work collaboratively with the Board, CEO, and key stakeholders to develop a short- and long-term vision for the organization that addresses recruitment and retention of staff, expansion, and sustainability, and ensure the direction of the organization aligns with its mission and needs of the community.
- Secure an additional Veterinarian to oversee and operate the organization's wellness clinic.
- Secure additional support staff, including vet techs to support the low-cost clinic.
- Assess the organization's marketing and fundraising strategies and implement changes to improve the organization's branding and brand recognition while also diversifying funding streams, increasing funds through current avenues such as grants, public-private partnerships, the memorial garden, and prioritizing funding for an elevator.
- Invest time and energy in learning the culture of the organization and in establishing trusting relationships with staff, Board members, the community, and stakeholders while maintaining a positive reputation for the organization within the community.

Qualifications:

A bachelor's degree from an accredited institution is preferred or equivalent education and experience. The Board prefers 5-7 years of progressive nonprofit experience, including experience in a leadership role, along with a successful fundraising track record and program management experience.





The Successful Candidate:

- is passionate about nonprofit management and leading staff to excel and has a track record of effective leadership;
- is experienced in strategic planning and working with the Board to identify goals, actions, and milestones to achieve desired outcomes;
- is a trustworthy liaison among Board, Staff, volunteers and the Community by modeling transparency and integrity;
- has knowledge of nonprofit governance;
- is dedicated to recruiting and building a diverse, cohesive team, seeking commonality across functions, and working effectively to ensure a passion for the mission;
- creates employee development opportunities and plans to support continuity of service, engagement, and retention of employees;
- has a successful track record in collaborative and innovative program assessment, design and implementation;
- has experience in resource development, varied fund management experience, volunteer relations, donor relations, and board relations;
- builds awareness of the organization, advocates for and is effective in explaining the services and mission of the organization to stakeholders and effectively builds commitment with community stakeholders, other nonprofit organizations, and nonprofit consumers for the programs being offered/ sponsored;
- is experienced in working with community and corporate partners such as local governments, faith communities, other non-profits, to execute the organization's mission;
- is experienced in supervising financial operations and ensuring all expenditures are handled and maintained according to Board and organization policy and direction;
- possesses excellent verbal and written communication skills with demonstrable ability to effectively facilitate meetings, present publicly, and provide professional and appropriate business level written information utilizing various media;
- possesses well-developed interpersonal skills and abilities, diplomatically communicating and working with diverse personalities and populations;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- is disciplined and values accountability with high expectations of self and others while also being an effective and respected leader.

About the Community:

Gaston County, located just west of Charlotte in central North Carolina, has thirteen incorporated towns including the county seat of Gastonia and several unincorporated communities such as Hardin, Lucia, Crowders Mountain, Sunnyside, Alexis, Tryon, and North Belmont. Gastonia is the largest of the incorporated cities and towns in the County. It is located roughly in the geographical center of the County.

With a population of nearly 231,000, the County offers rich history, great quality of life, key attractions, and vast opportunities for outdoor recreation. Gaston County inspires children of all ages. Our natural assets will let you explore nature, play, tap into cultures, and make memories to last a lifetime. From local galleries to the Gaston School of Arts and the Little Theater of Gastonia where talents are nurtured through comedies, dramas and musicals, Gaston County supports a love for the arts.

Among many key attractions are Crowders Mountain State Park, the Daniel Stowe Botanical Garden, Schiele Museum of Natural History, and the US National Whitewater Center. Gaston County’s distinct towns and its proximity to the Catawba and South Fork Rivers make it a great place to explore via the Carolina Thread Trail. The Carolina Thread Trail – with parts located in Gaston County, is a network of trails and greenways across 15 counties in North and South Carolina offering people a place to hike bike and paddle. Currently, it has more than 300 miles of trails and 170 miles of greenways. Once complete, the system will total 1,600 miles.

Families have various opportunities for their children’s education within Gaston County. With 56 schools, Gaston County public school district has over 30,000 students. Secondary education systems include two local community colleges – Cleveland Community and Gaston College– as well as Gardner Webb University and Belmont Abbey nearby. UNC Charlotte and Davidson College are less than an hour away. Private and charter school opportunities are also available for families.

Salary and Benefits

The hiring range for this position is \$85,000-\$100,000 depending on qualifications and experience. ALGC provides a comprehensive benefits package including PTO; Holiday pay; Simple IRA and a 3 percent company match.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Executive Director – Animal League of Gaston County, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the organization’s Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. **Applicants must apply by April 1st.** Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on June 5th – 6th. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com. Animal League of Gaston County is an Equal Opportunity Employer. The recruitment and selection process is being managed by Developmental Associates, LLC.

