

**EXECUTIVE VICE PRESIDENT  
SPCA OF TEXAS  
Dallas, TX**

The origin of the SPCA of Texas hails back to the year 1888 when the Dallas Humane Society (the forerunner of the SPCA of Texas) was the first humane society in the state. Throughout the next 105 years, with mergers and name changes, the SPCA of Texas evolved into the premier agency it now has become. The SPCA of Texas is the leading animal welfare agency in North Texas with two shelters, three spay/neuter clinics, two mobile spay/neuter clinics, one mobile adoptions unit and an animal rescue center located in Dallas and in Collins Counties. The SPCA serves as an active resource center providing an array of programs and services that bring people and animals together to enrich each other's lives.

The Executive Vice President will work collaboratively with his/her direct reports to provide direction, issue analysis, complex problem solving and program development in their respective areas. The position serves as the key advisor to represent the President & CEO and acts as point of contact between organization leadership and other stakeholders. The Executive Vice President partners with the President and CEO to plan on future growth and coordinate strategic responses to emerging opportunities. The Executive Vice President will drive personnel management and culture for the organization. The direct reports for the Executive Vice President are the Senior Vice President of Development, The Vice President of Finance, the Vice President of Animal Welfare, the newly created position of Vice President of People Talent, and the Vice President of Marketing and Communications.

We seek a highly experienced leader and manager with demonstrated vision and passion for the humane and ethical treatment of animals. A successful track record of strong, innovative and inclusive leadership, which will facilitate open communication to harmonize staff, the Board and the other constituents with whom he/she will interface, is sought. Honed conflict resolution management and negotiation skills and ability to solve complex problems are required.

Minimum of 10 years in animal welfare industry management including experience with program development, fiscal and human resource management, public relations, law enforcement, political advocacy, government and community relations, public policy marketing, fundraising and strategic planning. Experience as a former CEO/Executive Director in animal welfare industry is strongly desired. An undergraduate degree from a four-year college or university is required. Master's Degree in nonprofit management, business administration, organizational development or human resources preferred. CAWA certification is helpful.

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