

Chief Executive Officer Mohawk Hudson Humane Society (MHHS)

Albany, NY Area

Background & Setting

Founded in 1887, the [Mohawk Hudson Humane Society](#) (MHHS) is the largest animal protection organization in New York's Capital Region, serving Albany, Rensselaer and surrounding counties. In addition to providing shelter and care for stray, abused, and unwanted animals, MHHS provides an array of services for animals and their caregivers including low-cost spay/neuter and wellness services, vaccination and microchip clinics, stray housing, dog training, a pet food pantry, and humane education programming. MHHS operates two clinics; one in Saratoga and one at the headquarter location in Menands, in a newly-constructed state-of-the-art facility that opened in 2017.

The MHHS is located in the Capital Region, home to the New York State government and a burgeoning tech industry. More than 20 local colleges and universities contribute to educational, cultural, and recreational diversity. Quality of life is enhanced by several local farmers' markets; music and the arts; and beautiful and historic downtown architecture. MHHS is situated in driving or rail proximity to New York City, Boston (both approximately 2.5 hours), and Montreal (3.5 hours). Rich arts and cultural as well as outdoor experiences are also found nearby in The Berkshires, The Adirondacks, Lake Placid, Williamstown, Cooperstown, and Saratoga Springs.

Position Overview

The next CEO will be a visionary and compassionate leader with the capacity to think strategically and act decisively. This individual will fulfill the organization's mission "to enrich the lives of animals and the people who love them" by proactively and effectively communicating with stakeholders while inspiring collective and sustained action.

He/she/they will be the public face of MHHS, building strong relationships with donors, volunteers, partners, and prospects while expanding the network of support for the ongoing work and future direction of the organization. Building on established media partnerships, the new CEO will convey a resonant narrative about MHHS and its care for thousands of animals annually, and how that care and compassion is foundational to community quality of life.

The CEO reports directly to the Board of Directors and will work closely with the Board to develop and implement a strategic plan focused on growth in revenue and operations. The CEO will also foster strong relationships with local and regional elected officials, state-wide leaders, community organizers, media partners, investors, and other local nonprofit service providers.

The successful candidate will lead a 60-employee, \$3.5 million organization.

Core Competencies

Leadership: Serves as a decisive credible leader for the organization. Demonstrates emotional intelligence working with diverse individuals. Possesses the ability to build and promote a collective vision and momentum for the organization that supports current operations while empowering long-range plans.

Strategic Planning: Works with the Board and staff to form strategic plans and implement them against defined and clearly-communicated benchmarks for near and mid-term operations.

Fundraising: Takes a leadership role in cultivating, soliciting, and stewarding donors while also supporting the Board and other volunteer stakeholder leaders to raise funds in furtherance of the organization. Leads the creation and implementation of a fully-integrated donor-centric development plan with a focus on stewardship, acquisition, and revenue diversification.

Financial Acumen: Holds primary responsibility for managing the budget and provides transparent reporting of the same to the Board and department heads. Understands financial documents. Ensures sustainable, diverse funding streams.

Board Relations: Fosters solid relationships and supports the MHHS Board while maintaining open, honest dialogue and engaging as necessary in respectful debate. Keeps the Board fully informed and involved regarding the financial and operational status and activities of the organization while engaging their active partnership in governance, fundraising, and volunteer leadership recruitment.

Staff: Skillful, encouraging manager interacting with high levels of respect, motivation, and commitment to a healthy organization and the highest levels of animal care and compassion. Engages senior staff as experts in their work through delegation of responsibilities as well as media visibility and/or other representations of their work to the public.

Communication: Assures that the MHHS mission, programs, products and services are consistently presented in a strong, positive image internally as well as externally, demonstrating relevance and impact not only for those who directly use our services but for the community-at-large as well.

Partnerships: Recognizes the importance of collaborating with affiliated animal welfare agencies, legislators and/or legislative bodies, as well as strategic partnerships or alliances with other nonprofits for programming, advocacy, and funding.

Operations: Clearly communicates expectations (inclusive of metrics), recognizing successful outcomes and impact. Leads and inspires volunteer and staff teams to deliver customer service, innovation, and results with full accountability and pride in their work.

Professional Qualifications & Personal Attributes

- Bachelor's Degree required.
- At least 5 years of senior management team experience with demonstrated successes in both operations and fundraising. Leadership experience in a nonprofit setting strongly preferred.
- A passion for animals as well as for working with the people who care about them. Animal welfare experience a plus but not required. With or without direct animal welfare experience, must be able to embrace the full realm of animal welfare work, guided by knowledgeable staff and allied professionals.
- Consistent fundraising success inclusive of major gift cultivation, solicitation and stewardship. Capital campaign experience preferred.
- Proven success working with a Board of Directors, and an ability to motivate and cultivate board members and community ally relationships.

- Demonstrated ability to collaborate with but also to manage staff, leading with appreciation and mutual respect while ensuring the highest caliber services to the animals and the humans that care for them.
- Demonstrated ability to monitor and sustain sound financial performance.
- The ability to create strategic partnerships.
- The vision to perceive and execute towards fiscal stability, fundraising efficacy, consistently branded marketing, and program growth potential.
- Ability to engage with, motivate, influence, and manage a diverse array of volunteers.
- Strong written and oral communication skills, including the confident and credible representation of the agency in the media.
- Strong organizational abilities, including planning, delegating, program development, task facilitation, without micro-managing.
- Strong drive to achieve – sets stretch targets for self and others, and consistently delivers results against those targets.
- High personal integrity and work ethic that serves as a model to the full team.

Salary and Benefits

Salary and benefits are negotiable, commensurate with leadership experience and professional successes, and competitive with animal welfare agencies as well as geographic norms.

Must be willing to relocate to the New York Capital Region if you are an out-of-region candidate; limited relocation expenses negotiable.

Non-Discrimination

Mohawk Hudson Humane Society does not discriminate on the basis of race, religion, gender, age, national origin, disability, sexual orientation or military status.

Application Process

To apply for this position, submit resume and cover letter to Diane Marty, The Moran Company. In your cover letter please provide details regarding your experience developing, leading, and implementing strategic planning initiatives, budget processes, and personnel management, and also highlight relevant advanced degrees or certifications speaking to your expertise in the primary duties and responsibilities of the position. [**APPLY NOW**](#)