

Veteran Companion Animal Services, Inc. Candidate Search Announcement

Veteran Companion Animal Services (VCAS) Founder and President/CEO, Dr. Heather Lane, has announced she will be transitioning into a “Founder’s Role” in 2022 to spend more time with her family. Dr. Lane founded VCAS in 2013 and has been successfully building, leading, and growing this mission over the past 9 years. The VCAS board wishes Heather the best in her future endeavors as she moves into a “Founder’s Role”, supporting VCAS in a new capacity. The VCAS Board of Directors has appointed an Executive Search Team and launched a Candidate Search to select a successor President/CEO. This is a full-time, in-person position with a demanding, varied work schedule that includes occasional weekend and evening responsibilities.

Dr. Lane is excited to welcome her successor, being able to present the new President/CEO with the organization in its best and most impactful condition ever. Over the past several years, Dr. Lane and the VCAS team have focused on building an organization based on nonprofit best practice principles that are sustainable; the organization will continue to be a source of relief for veterans and purpose for rescue dogs for many years to come.

Qualified candidates for this executive leadership position are encouraged to review the information provided, and must submit a Cover Letter, a Resume/CV, and no more than five (5) Professional References to ‘apply.’

Applications will be accepted until June 5th, 2022 at 11:59 PM, and must be electronically submitted to: Apply@VCASCharity.org; hard-copy Applications will not be considered. [Inquiries related to protocol may be submitted to The Pulliam Group, LLC at DeanPulliam@Gmail.com.]

VCAS is seeking a self-driven and highly competent President/CEO to lead and influence the organization towards favorable growth, and to enhance and direct strategies that support and expand our veteran- and canine-related operations, and which are in alignment with the VCAS Vision and Mission. The ideal candidate must possess strong entrepreneurial drive, outstanding communication skills, team leadership qualities, with proven planning and organizational capabilities.

Essential Duties & Responsibilities include, but are not limited to:

- Ensures that VCAS’ fiscal, operations, fundraising, marketing, human resource, technology and programmatic strategies are effectively implemented across all segments of the organization.

- Collaborate with the Governing Board to refine and execute the Strategic Plan in excellence while ensuring that the budget, staff, and priorities are aligned with VCAS' core mission.
- Collaborate with the Governing Board to maintain a sensitive, mutually respectful workplace culture conducive to program innovation, success and staff retention.
- Provide operating oversight and evaluation for staff and volunteers; supervise program director[s], manager[s] and office coordinator; work closely with staff to continually build skills, competence and confidence to successfully mentor, encourage, and motivate other staff and volunteers.
- Develop effective leaders within the organization through training, coaching and modeling.
- Monitor the implementation of programs and projects in line with annual programmatic budget plans and restricted funding requirements, ensuring that outcome goals are met.
- Maintain active engagement in community- and funder-partnerships to expand coordinated joint actions and enhanced mutual outcomes.
- Work with city, county and state officials and community representatives to seek and enhance partnerships with private, government and other related entities to grow the VCAS Mission.
- Collaborate with diverse resources in response to government and foundation requests for proposals and funding opportunities; build relationships with current and prospective donors to expand private charitable contributions.
- Enhance coordination between staff and Board Committees to develop and 'pilot' new service ideas, and successfully integrate them into fully operational program elements.

EDUCATION, COMPETENCY & EXPERIENCE THRESHOLDS INCLUDE:

- Position requires a minimum of a Bachelor's Degree OR equivalent training experience in Business, Nonprofit Management, Veterinary Medicine, Public Administration, Social Sciences or a related field.

- Minimum of 7 years of leadership experience, with at least 3 of these years in a team leadership role.
- Proven leadership skills and fiscal management competencies, including the ability to monitor and develop team performance and accountability, and a genuine desire to coach and mentor.
- At least 5 years of successful experience in a nonprofit, senior leadership role strongly preferred.

COMPENSATION RANGE AND FEATURED BENEFITS INCLUDE:

- VCAS has established a projected, initial pay range. Actual salary will be based upon final candidate's level of expertise, skill and education. Projected annual salary range - \$55,000 to \$70,000.
- VCAS is a small, financially stable and growing organization that offers limited benefits at this time.

HIRING PRACTICES AND EXECUTIVE SEARCH TEAM PROTOCOLS:

VCAS does not discriminate in any aspect of employment based on race, color, religion, national origin, ancestry, gender, sexual orientation, gender identity and/or expression, age, veteran status, disability, or any other characteristic protected by federal, state, or local employment discrimination laws.

Initial interviews may occur via Zoom. Interviewees must have access to a device with audio/video capabilities and high-speed internet connection.

The recommended Candidate for the position of President/CEO must submit to and pass a pre-employment background check and drug screen prior to employment.