



BLUE MOUNTAIN
HUMANE SOCIETY

CEO Position Profile



Animals have brought me the greatest joys in life, so in return, it is my gift to support BMHS so that other people may experience the happiness of a rescue animal's love...

*Amy Figgins
Past Board Chair*



BMHS offers a fabulous opportunity to lead a dynamic, meaningful organization that creates happiness by bringing pets and people together. Leading the Blue Mountain Humane Society is an enriching, rewarding experience that affects the whole community every day.

Walla Walla, WA is a very special, very livable community that offers a terrific quality of life for families, couples and singles alike. Everything you want is here!

Read on!

For more information about
Blue Mountain Humane Society go to:
www.bluemountainhumane.org



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www.hagelsearch.com



Blue Mountain Humane Society Programs

AniMeals

AniMeals assists seniors by providing free basic pet needs such as food, litter, grooming supplies, and occasional veterinary care when required to remove some common obstacles that can prevent people from keeping their pets. We believe that love has no age or income limit, and it is our hope that by providing access to basic pet care needs, pets and their people can stay together for life.

Animal Rehoming

After all other options exhausted, the shelter may be able to assist pet owners in placing their companion animals with another owner.

Off-site Adoptions

BMHS has adoptable cats available in the PETCO Adoption Center every day. Throughout the year, we hold adoption events around the community.

Cat Management Cooperative

A community-wide effort that started in 2008 continues today with monthly Trap-Alter-Return events targeting feral and free-roaming cats, dramatically reducing the number of cats that enter the shelter each year.

Temporary Emergency Animal Housing

We offer free, temporary housing for pets of people who are receiving assistance at all local shelters.

Senior Center Visits

Shelter pets make regular visits to assisted living, senior centers, and skilled nursing facilities throughout the Walla Walla Valley. Pet therapy sessions share the unconditional love only pets can offer. It is our privilege to create an opportunity for everyone to enjoy a pet snuggle, particularly those who can no longer have animals of their own.

WSP Dog Training Program

As a testimony to the powerful bond between people and pets, our partnership with the Washington State Penitentiary includes dogs and kittens. Inmates who qualify for this program are carefully screened and then matched with an untrained dog or a feral kitten. They assist with the pets' every need, providing 24-hour daycare, creating socialized, highly desirable pets. Dogs are taught skills to help them pass the Canine Good Citizen test before they graduate from the program and are placed with eager adopters.



MISSION and VALUES

Blue Mountain Humane Society's mission is to prevent cruelty, promote kindness and to foster the human-animal bond.

Our vision is to end pet overpopulation and homelessness and to inspire a compassionate community.

Blue Mountain Humane Society was founded in 1967 by a group of local residents committed to creating positive outcomes for animals in the Walla Walla Valley. Over the years, the Society has grown and evolved to include a humane, state-of-the-art, no-kill shelter facility designed to serve companion animals.

We work to educate, inform, and equip our community with the tools required to accomplish our ultimate goal: to end pet overpopulation and homelessness in the Walla Walla Valley. In addition to sheltered animals, we provide animal control services in rural Walla Walla County, including cruelty and neglect investigations to ensure that animals have homes with responsible, committed caregivers. For our community, we offer subsidized spay/neuter surgeries for income-qualified families. We also provide humane education programming and volunteer opportunities for supporters of all ages.

Blue Mountain Humane Society's Strengths, CEO Focus & Opportunities



Organization Strengths

- BMHS has earned and maintains a very positive reputation and relationship with the community
- BMHS is proud to be a no-kill shelter
- The board and staff are totally committed to the mission of BMHS
- Wide range of programs exists for subsidized spay and neuter, rehoming, fostering, and catch & release for feral cats
- Very strong financial position
- BMHS provides high-quality in-house veterinary services



Initial (First 6-12 months) Focus for the CEO

- Do a lot of listening
- Develop strong, trusting relationships with staff and board
- Develop strong, trusting relations and stewardship with key donors
- Focus on staff recruitment, development, succession and retention
- Get involved in the community to maintain BMHS's visibility and presence
- Begin implementation of the new strategic plan



Longer Term Focus for the CEO

- Evaluate and implement new earned revenue opportunities, including the feasibility of providing expanded, fee-based veterinary services to the community
- Create new approaches to fund development including planned giving
- Continue implementation of the strategic plan

THE POSITION



Reporting to and working with the ten-member Board of Directors, the CEO leads a staff of 30 and a volunteer contingent of 44. The CEO has overall strategic and operational responsibility for mission achievement, daily operations, community presence, donor relations, collaborations and relations with other nonprofits. It is expected that the CEO will play a very active role in the community along with other top community leaders.

The 2021 budget is \$1.35 million.

Salary range: \$95,000 to \$105,000 plus medical and retirement benefits.

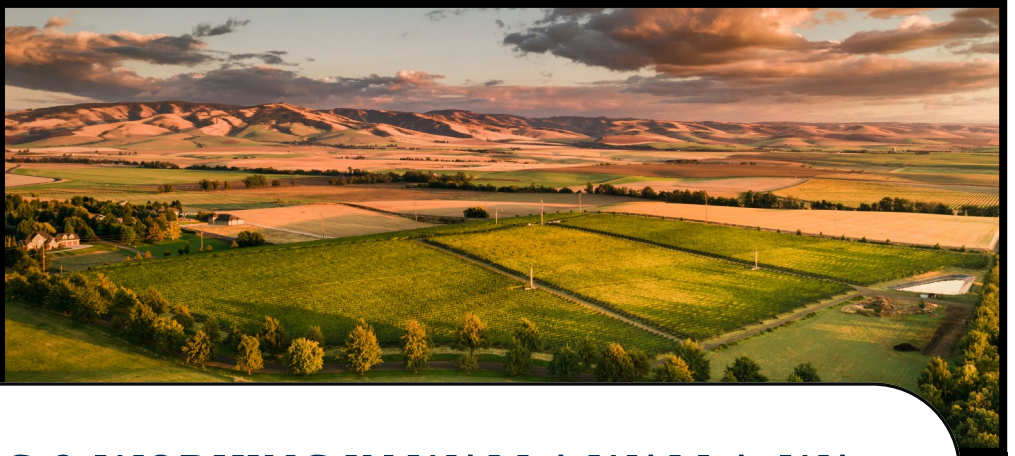
DESIRED QUALIFICATIONS

The successful candidate will have demonstrated success in nonprofit management and leadership, financial management, creation of collaborations, fund development and stewardship of donors, and in growing an organization. Animal welfare experience strongly desired with Certified Animal Welfare Administration credentials a plus.

PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Calm
- Charismatic
- Confident
- Diplomatic
- Effective communicator - Good listener
- Empathetic/Compassionate
- Empowering
- Motivational/Inspirational
- Open-minded
- Passionate for mission and animals
- Resilient
- Sense of humor
- Strong work ethic
- Transparent
- Trustworthy





LIVING & WORKING IN WALLA WALLA, WA

It is often said that Walla Walla is such a great place to live that it was named twice. A vibrant reflection of the past and the present, downtown Walla Walla is the place where you begin to discover what makes the city so special. A walk down tree-lined streets reveals an eclectic mix of vintage shops, boutiques, cafes, bookstores, tasting rooms, and restaurants. Downtown Walla Walla has been recognized time and again as one of the best small-town Main Streets in the country. Located right on the Oregon border, Walla Walla proper has 33,000 residents.

Walla Walla County including the city has more than 61,000 people. It is experiencing tremendous economic growth in the business, agriculture and viticulture industries. Tourists and locals enjoy renowned restaurants, shopping and an active arts community with theater, museums, sculpture and the longest performing symphony west of the Mississippi.

Walla Walla has long been known as one of the most fertile agricultural areas in the nation, producing many crops, including the famous Walla Walla Sweet Onions. The area's beauty is enhanced by its thousands of acres of beautiful wheat lands and wide spread vineyards. Walla Walla is world renowned for its wine with more than 100 wineries in the area attracting wine connoisseurs from all over the world.

Walla Walla is a wonderful place to raise a family. The Walla Walla area has excellent public schools and private schools along with three institutions of higher learning — Whitman College, Walla Walla University and Walla Walla Community College. With a classic drive-in movie theater, two large community pools (complete with water slides), and fun events like the annual hot air balloon festival and the Walla Walla Fair & Frontier Days, Walla Walla keeps kids busy and happy. The Walla Walla Sweet Onion Festival is held annually in July, celebrating the onion's rich tradition. Golf, hiking, fishing, hunting, skiing and biking round out a high quality outdoor lifestyle.

If you're not familiar with Walla Walla, a quick Google search will provide glowing reviews from The New York Times, Vogue, Forbes and Travel + Leisure, just to name a few.

You can find more information on living in Walla Walla by going to www.wallawalla.org.



TIMING AND APPLICATION

The position is open until filled.

To apply or view the current status of the position go to:

www.hagelsearch.com/bmhs

All submissions will be acknowledged and will be held in strict confidence. The starting date for the successful candidate will be subject to discussion between the candidate and Blue Mountain Humane Society.

Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 65 minutes, and helps match the candidate's attributes and competencies with the desired attributes and competencies for the position. All results are held strictly confidential. Formal background checks will be conducted on finalists for the position, with their permission.

CONTACT INFORMATION

For further information please contact: Frank Hagel 253.693.2780 - frank@hagel.net or Marcia Walker at 253.693.4072 - marcia@hagel.net. DO NOT submit your application to these email addresses.



EQUAL OPPORTUNITY

It is the policy of BMHS to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, national origin, age, mental or physical abilities, or sexual orientation.