



GENERAL MANAGER of the SANTA CRUZ COUNTY ANIMAL SHELTER

SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY

THE SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY (SCCASA) SEEKS a compassionate, creative, collaborative, and knowledgeable General Manager to lead the **Santa Cruz County Animal Shelter**. The General Manager will have a strong understanding of animal welfare as well as field, client, and adoption services. They will be responsible for the oversight of the animal shelters and animal control services and the operations, programs, \$5 million budget, approximately 30 staff, and hundreds of volunteers. The General Manager will report to a nine-member **Board of Directors** comprised of three County of Santa Cruz representatives, two City of Santa Cruz representatives, two City of Watsonville representatives, one City of Capitola representative, and one City of Scotts Valley representative. Candidates who excel at team building, political acumen, emotional intelligence, community engagement, collaboration, and developing an enjoyable and purposeful employment culture for Animal Shelter staff would be a great fit. The SCCASA needs a leader who is communicative, patient, and uplifting and will support **socially conscious sheltering** to create the best possible outcomes of all animals. They will be fiscally minded, strategic, and excel at fund development and networking to improve the services offered to the animals and constituents. Other essential functions include community outreach and engagement, strategic thinking, and policy development. If you are passionate about the welfare of animals, want to inspire a team of dedicated staff and volunteers, and have the background to serve as a visionary leader who can connect with the public and outside organizations, apply today!

SALARY: \$124,116–\$158,472 Salary is currently under review and step placement depends upon qualifications



THE COUNTY/THE COMMUNITY

SANTA CRUZ COUNTY has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The County's strong local economy is anchored by technology, agriculture, and tourism. The area's unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional state universities less than an hour away. These elements make Santa Cruz County a great place to live, work, and play!





THE ANIMAL SERVICES AUTHORITY

THE SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY (SCCASA), a joint powers authority formed in June 2002, is a partnership between the County of Santa Cruz and the cities of Santa Cruz, Scotts Valley, and Watsonville. The Santa Cruz County Animal Shelter provides animal shelter and control services including: Adoption, Surrendering an Animal, Lost Pet Recovery, Spay & Neuter, Animal Rescue & Control, Dog Licensing, Humane Education, Behavior & Training, and Door to Door Outreach Teams. The Animal Shelter provides 24-hour animal rescue and is Santa Cruz County's only full service, **open-admission animal shelter**. In February 2020, the SCCASA Board of Directors adopted **Resolution 20-4**, recommending a socially conscious animal sheltering model for the Santa Cruz County Animal Shelter. With **two facilities** (located in Santa Cruz and Watsonville), with plans for expansion, the Animal Shelter provides services countywide and assists with regional sheltering when possible. These shelters are tangible evidence of Santa Cruz County's commitment to animal welfare. They are supported by numerous volunteers and foster care families who provide thousands of hours of assistance to staff. The Animal Shelter rescues and assures temporary shelter, veterinary and humane care for approximately 5,000 stray, unwanted, abandoned, mistreated, neglected, and injured animals every year. The Animal Shelter's mission is, "Through community involvement, education, adoption, and humane law enforcement, we work to preserve the well-being of all animals, and bring an end to the homeless animal crisis."

[LEARN MORE ABOUT THE ANIMAL SHELTER](#)

THE JOB/IDEAL CANDIDATE

THE GENERAL MANAGER OF THE SANTA CRUZ COUNTY ANIMAL SHELTER WILL **OVERSEE** the daily activities of the SCCASA's various services, programs, and shelter facilities. They will lead a team of approximately 30 staff and hundreds of volunteers, requiring candidates to be patient, communicative, motivational, collaborative, and inclusive. They will report to the SCCASA Board, implement its policies and priorities, and ensure the Animal Shelter meets the needs of the Santa Cruz County community. The General Manager oversees a budget of approximately \$5 million and spearheads the SCCASA's fundraising initiatives in coordination with the **Santa Cruz County Animal Shelter Foundation**. Someone who is fiscally savvy and willing to put in the time and effort required for fund development and budgeting is highly desirable. This role also works directly with law enforcement, public agencies, nonprofits, and the community, making it important for candidates to build relationships and connections with others. Creating solutions for improving agency policies and practices is integral to this role, as is strengthening administrative programs.

The ideal candidate will be an effective problem solver, consensus builder, and animal welfare expert. They will support the values of the SCCASA and are passionate about the work they do and serving the people, animals, and mission of the Animal Shelter, including a commitment to socially conscious and open admission sheltering. They will work to foster a culture of transparency, collaboration, ethical decisions, professionalism, and continued learning. They will possess a calm demeanor and remain patient and composed in a variety of situations. The next General Manager will have a background in providing field, client, and adoption services. They will be a steadfast leader with good judgment who knows when to ask for help and utilize their resources.



The Ideal Candidate will also...

- ▶ Approach challenges with enthusiasm.
- ▶ Inspire team members to feel motivated and energized.
- ▶ Be an effective planner.
- ▶ Lift others up.
- ▶ Lead others while putting in the work.
- ▶ Be highly educated and a self-motivated learner.
- ▶ Provide innovative and creative solutions.

EMPLOYMENT STANDARDS

- ▶ 3 years of proven management and administrative experience, knowledge of animal care and control services, knowledge of personnel management, governmental budgeting and finance experience, an understanding of local government and joint powers authorities desirable, and familiarity with animal welfare laws and regulations.
- ▶ Bachelor's degree with major course work in Animal Science, Communications/Marketing, Public Administration/Policy, Business Administration/Management, or closely related field.

UPCOMING CHALLENGES, OPPORTUNITIES, & PROJECTS

EXPANDING and renovating the Animal Shelter campuses

- ▶ Adding a behavior and training center to the Santa Cruz facility
- ▶ Supporting improvements at the Watsonville facility

FUNDRAISING for expansions and renovations

FOCUSING on staff recruitment and retention

BUILDING an engaged and cohesive team

STABILIZING veterinary services, including the countywide low-cost spay/neuter program





SALARY & BENEFITS

The Santa Cruz County Animal Services Authority offers a salary of **\$124,116–\$158,472** (currently under review, DOQ) and benefits package. See current benefits information [here](#).

HOW *to* APPLY

For first consideration, apply by **SEPTEMBER 2** at:

WBCP JOB BOARD

SAVE THE DATES!

Interviews will take place via Zoom on **SEPTEMBER 22** and in person on **SEPTEMBER 26**. Selected candidates must be available for both dates.

Please contact your recruiter, Wendi Brown, with any questions:
541.664.0376 direct | **866.929.WBCP (9227)** toll-free | wendi@wbcpinc.com