



Position Guide

Executive Director – United States

www.worldanimalprotection.us.org



POSITION: Executive Director – United States

REPORTS TO: Chief Operating Officer

LOCATION: New York, NY

MISSION

We move the world to protect animals.

We are World Animal Protection.

We end the needless suffering of animals.

We influence decision makers to put animals on the global agenda.

We help the world see how important animals are to all of us.

We inspire people to change animals' lives for the better.

We move the world to protect animals.

VISION

Our vision is a world where animals live free from suffering.

ABOUT WORLD ANIMAL PROTECTION

World Animal Protection is affiliated with World Animal Protection International which brings together 14 offices around the world who work collaboratively towards a shared mission. Collectively, World Animal Protection is one of the largest animal protection organizations in the world pioneering sustainable, large-scale solutions to end animal suffering. World Animal Protection acts for animals on the ground and at a global level demonstrating how animal welfare impacts and is affected by climate change, food security, development and poverty issues. Through its General Status at the United Nations and formal recognition by the World Organization for Animal Health (the "OIE") and other



intergovernmental organizations, World Animal Protection is uniquely placed to improve animal health and welfare worldwide. Currently there are regional hubs in Africa, Asia, Europe, Latin America and North America, and offices in 15 countries.

World Animal Protection seeks to improve the lives of animals in communities, farming, disasters, and the wild, with specific campaigns ranging from stopping the mass suffering of industrially farmed animals to ending the inhuman culling of stray dogs. World Animal Protection is the international leader in animal-focused disaster response and risk reduction and is one of the only organizations dedicated to

safeguarding animals – often forgotten victims – in disasters.

World Animal Protection has always been present wherever the need for animal protection is greatest – from 'Operation Gwamba', when 10,000 animals were rescued from floodwaters in Suriname in 1964; to treating more than 70,000 animals following the Haiti earthquake in 2010; to training vets in Thailand; to ending bear dancing across India in 2012; to investigating animal trafficking in El Salvador. World Animal Protection moves faster than ever to protect animals when disaster strikes.

With two-thirds of the world's animals in human care in farming alone, World Animal Protection is in a position to reduce the scale and intensity of animal suffering through action and education. World Animal Protection works in partnership with governments, businesses, local communities and individuals to move the world to protect animals and has done so for over 50 years.

In 1981, the World Federation for the Protections of Animals (WFPA, formed in 1950) and The International Society for the Prevention of Cruelty to Animals (ISPA, formed in 1959) merged to become the World Society for the Protection of Animals (WSPA). In 2014, the organization rebranded as World Animal Protection. While the name has changed, the determination to protect animals and continue to transform animals' lives remains as strong as ever.

World Animal Protection employs over 370 people worldwide with about 20 people based in the New York office. The overall budget for the international organization is \$60 million.

THE OPPORTUNITY

The Executive Director will lead World Animal Protection's activities in the United States as part of building a global movement for sustainable animal protection at scale. Externally, the Executive Director will be a champion for World Animal Protection's global strategy and internally, he/she will ensure that local insight,

knowledge, opportunities and challenges inform our work. This leader will focus on delivery of the global strategy by ensuring that the local plans and activities reflect global objectives and that these are delivered efficiently and effectively, while meeting global functional commitments that have been made.

POSITION SUMMARY

The Executive Director leads the staff of World Animal Protection - US and is the most high-profile public representative of the subsidiary. The Executive Director will ensure that the US team plays its full part in delivering the global strategy and will be a proactive member of global group(s) as agreed, inclusive of fulfilling the responsibilities that flow from membership of each group.

Programs

The Executive Director will ensure local perspectives are contributed to the development of global program and campaign strategies. Planning, oversight, delivery of campaign commitments, performance management and reporting of local project development and management will be expected.

Fundraising

Local perspectives will be expected to be contributed to the development of the global fundraising strategy. The ED will ensure a local fundraising plan is developed to reflect the global objectives. This plan will then be executed through effective fundraising performance management and reporting while achieving local targets.

Communication

Open lines of communication between the US office and International is essential. The Executive Director will ensure local perspectives are contributed to the development of the global communications strategy. The development of the local communications plan to reflect global objectives will be expected as well as the delivery of the plan, achieving targets, and performance management & reporting.

Resources

The Executive Director and his/her team will ensure compliance with the required National Board reporting, local governance arrangements, and statutory reporting. Compliance with global systems, policies and procedures, and ensuring the operation of effective local business processes is expected.

CANDIDATE PROFILE

World Animal Protection seeks an accomplished leader who demonstrates passion for animal welfare on a global scale. The person must have experience working in an international environment and the ability to advance the strategic goals set forth by the board through a proven ability in program oversight, collaborative ventures, fundraising, and constituency building.

The ideal candidate will have a background that includes financial and staff management combined with an understanding of complex organizations. He/she will be experienced in and comfortable working with complex budgets and handling processes that deliver information and reports to a range of internal stakeholders. The candidate will be a proactive self-starter who is results-oriented with a positive outlook and a focus on high quality and constant improvement. The candidate will have a track record of strong strategic abilities with intellectual rigor and the ability to work well under pressure. Experience and/or familiarity with animal rights issues would be a plus but is not required.

The successful candidate will exhibit exceptional interpersonal skills to effectively interact with the Board, staff, animal advocates and policy leaders, governmental officials, donors and other key stakeholders. The Executive Director must be able to articulate the mission of World Animal Protection to a variety of constituents and establish effective and efficient internal communication. This individual must be confident, bright, and have the appropriate skills and presence to work in an effective, collegial and collaborative manner. Proven experience and success in fundraising and media experience, particularly in the animal rights arena, is highly desired. Excellent presentation skills and written and spoken English is expected.

The ideal candidate will be a strong and effective leader, with an inclusive, team-oriented management style. He/she will demonstrate strong leadership qualities with the ability to communicate direction, motivate staff, gain commitment to action, and build capacity of staff. The primary profile characteristics sought are successful leadership; the ability and interest to cultivate relationships with key donors, board members, community and government leaders; relevant management experience; and the ability to inspire and motivate staff and constituents.

A Bachelor's degree from an accredited college or university is required; a Master's degree is desired.

Applications and nominations are being received by Kittleman & Associates, LLC. To apply, please send a current resume and letter of interest to <https://www.kittlemansearch.com/world-animal-protection/>

For more information about World Animal Protection, please visit <https://www.worldanimalprotection.us.org>