

# VIEWCREST ADVISORS

President and Chief Executive Officer

Position Description

2019



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*Kindness and Care for Animals®*

# VIEWCREST ADVISORS

## THE ORGANIZATION

The mission of the Massachusetts Society for the Prevention of Cruelty to Animals (MSPCA-Angell, [www.mspca.org](http://www.mspca.org)) is to protect animals, relieve their suffering, advance their health and welfare, prevent cruelty, and work for a just and compassionate society. Founded in 1868, the organization is a national and international pioneer in animal welfare and veterinary medicine. Having evolved in dynamic and increasingly innovative ways, the organization has, today, an operating budget of \$70+ million as well as a talented and committed team of 700+ and 1500 volunteers supporting a broad portfolio of programs.

Angell Animal Medical Center, the MSPCA-Angell's 24-7 emergency and specialty hospital, treats more than 90,000 animal patients every year across more than 20 services spanning ophthalmology, oncology, dermatology, internal medicine, surgery and more. The foremost animal teaching hospital in the world, Angell was the first to launch a veterinary internship and residency program, just after World War II, to train the next generation of animal health leaders. Angell's global reputation for excellence secured its place as one of six US animal hospitals featured on the premiere season of Nat-Geo WILD's [Animal ER Live](#) television show. With a long, joint history, the MSPCA-Angell continues to provide advisory support to the [American Fondouk](#) in Fez, Morocco, which was founded in 1927 and provides free veterinary care for working animals.

Angell opened a satellite clinic in Waltham, known as MSPCA-Angell West, in 2014 and partners with Nashoba Valley Technical High School and Essex North Shore to operate veterinary assistance training programs that also serve as routine-care veterinary clinics for local pet owners.

The MSPCA-Angell's three animal care and adoption centers collectively take in and place into new homes some 4,000 pets every year while directing dozens of low- and no-cost "pop up" spay/neuter and vaccination clinics across the state that ensure low-income pet owners access the veterinary care they need.

The organization's Advocacy department lobbies the state legislature to advance aggressive animal protection laws that have secured Massachusetts's reputation as one of the most animal-friendly states in the country. The Advocacy team spearheaded successful initiative petition campaigns to ban greyhound racing, as well as to ensure animals raised for food are protected from the most egregious industrial agricultural practices. The team lays claim to many additional laws, such as elevating animal cruelty from a misdemeanor charge to a felony.

The MSPCA-Angell's Law Enforcement division comprises a fleet of uniformed officers, commissioned by the state, to enforce Massachusetts' animal cruelty statute. Working as an adjunct to police departments in Massachusetts' 300+ cities and towns, the team investigates some 2,000 animal cruelty cases every year and works elbow-to-elbow with the Advocacy department to provide data, context and in-the-trenches experience that informs the creation of new and better animal protection laws. The division also trains local law enforcement in handling animal cruelty cases to ensure better enforcement of the existing laws.

Our most recent annual report [can be found here](#). Read more about our [strong financial condition here](#).

## THE OPPORTUNITY

Building on a rich history, and leveraging programmatic strengths and a talented staff, the president and chief executive officer (C.E.O.) will be charged with proactively guiding the organization to even greater heights. By

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analyzing, and providing fresh perspectives into, the fast-changing worlds of veterinary medicine and animal welfare, the C.E.O., in partnership with the Board of Directors, will develop a forward-leaning strategy. Additionally, the C.E.O. will galvanize and support the team while ensuring the organization has clearly aligned plans, objectives, and the financial resources to support the MSPCA-Angell of tomorrow.

*This is an outstanding opportunity for a strategic and relationship-driven leader of passionate teams. With a deep commitment to nurturing animals, the C.E.O. must also bring strong business management as well as strengths in fundraising, marketing and external affairs.*

**Reports to:** Board of Directors

**Based:** Boston, MA

## **Strategic Leadership**

- Embody the organization's mission and values in all interactions
- Analyze trends and opportunities in veterinary health and animal protection; engage stakeholders to develop a forward-leaning, adaptive strategy to: maximize impact; sustain the organization's financial stability; nurture programmatic innovation; attract and retain the talented personnel that are at the core of the MSPCA-Angell's ability to achieve its mission and goals
- Support the Board of Directors in its critical governance and fiscal responsibilities by openly communicating about the organization's opportunities, progress toward goals and operational performance

## **External Relations, Brand-Building & Fundraising**

- Inspire all of the MSPCA-Angell's constituents and champion the organization's mission and brand externally to a diverse set of stakeholders (donors, legislators, press, the public, etc.)
- Ensure that the MSPCA-Angell's story, results and impact are shared in powerful ways; actively seek opportunities, large and small to spread the word about the organization's mission, work and leading position in animal care and advocacy
- Assess and refine the MSPCA-Angell's philanthropic strategy to significantly diversify and grow funding streams

## **Management and Culture**

- Attract, manage, mentor and empower a high-performing leadership team; clearly define structure, roles, accountabilities and decision-making
- Ensure that systems are in place to effectively recruit, retain, train, support, and evaluate a talented, highly motivated staff who are committed to MSPCA-Angell's mission
- Promote an organizational culture of excellence, adaptability, continuous improvement, and innovation

## **QUALIFICATIONS:**

- Deep personal commitment to supporting animals, ideally with accompanying professional experience in animal health, welfare or protection
- Significant leadership experience that demonstrates a step-change high impact course was achieved through his/her/their leadership within a complex mission-driven business, social enterprise or nonprofit (for example: a portfolio of multiple, diverse yet interdependent programs; a model that blends earned revenue and philanthropy-support; a broad geographic footprint, etc.)

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- Brings a tangible track record of some/all of the following:
  - setting, refining and executing ambitious strategic plans that were responsive to a rapidly changing external landscape, delivered programmatic impact and were financially sustainable;
  - facilitating organizational change and development;
  - a compelling external spokesperson and mission advocate and promoter of an organization's brand;
  - identifying, cultivating and securing significant new funding from philanthropic partners while simultaneously deepening relationships with existing donors;
  - driving operational/fiscal discipline, accountability and transparency;
  - investing in and developing human capital and organizational capacity to meet current and future needs;
  - guiding investments in capital projects and technology/innovation.

## Leadership Attributes

- Compassionate
- Positive and collaborative while also being decisive
- High integrity with deep personal accountability
- An authentic relationship builder able to effectively connect at all levels in the community and within the organization. Champions the good ideas of others
- Commitment to excellence and learning
- Exceptional written, oral, interpersonal, and presentation skills, with an ability to adapt to different audiences
- Diplomatic and fair

*The MSPCA-Angell is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex, age, disability, sexual orientation, Vietnam-era or disabled veteran status in its employment programs and policies.*

Please share nominations or submit a resume and cover letter, in MS Word format, to Kathleen Yazbak, Founder and Nora Nichols, Associate at Viewcrest Advisors: [mspcaangell@viewcrestadvisors.com](mailto:mspcaangell@viewcrestadvisors.com)

*Viewcrest Advisors is committed to social justice and access to opportunity; we actively cultivate relationships with leaders who have varied life experiences as well as the skills needed to lead strong, innovative organizations.*

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