



Animal Control Director, Cumberland County, NC

With a commitment to high levels of adoption of sheltered animals and balancing the rights of pet owners with public and animal safety, Cumberland County, North Carolina seeks an **Animal Control Director** to direct the Cumberland County Animal Control Department. The Director must both be a diplomat and ambassador for animal services, collaborating with other agencies, nonprofits, and the Public. The potential candidate must also be forward-thinking and willing to implement new programs and practices that go beyond traditional approaches to animal sheltering and enforcement.

Position description and responsibilities: Cumberland Animal Control operates animal control services, runs a 24/7/365-day modern animal shelter and works closely with the Health Department, Environmental Services, Sheriff, local police departments and NC Wildlife to manage issues related to the wellbeing of both animals and citizens in Cumberland County. The department provides animal control services for all municipalities located in Cumberland County and has an intergovernmental services agreement with the Department of Defense to provide animal impoundment services for Fort Bragg. Reporting to an Assistant County Manager, the Animal Control Director will lead a department with an approximate budget of \$2,400,000, with 21 animal control employees and 25 animal shelter staff. The Cumberland County Animal Shelter typically houses and processes approximately 11,000 animals per year with a 26% adoption rate, up 1% over the prior year. While 97% of the animals the department works with are domesticated, there are also incidents of working with livestock and wild animals. The Director must spend time educating the public about animal services, have an expert knowledge of animal control procedures, promote a positive image of animal control and animal services and have an outstanding ability to collaborate with diverse groups and individuals who may have differing goals and beliefs about animal welfare.

The successful candidate:

- has outstanding communication and collaboration skills with an ability to listen, educate and seek satisfactory solutions for citizens with diverse and contrasting views;
- has comprehensive knowledge of animal control management methods, federal, state and local laws and ordinances, animal safety and disposition practices, program promotion and evaluation, financial management;
- has a track record of successful promotion and partnering with other agencies and nonprofits to educate the public and maximize animal safety and placement;
- is a motivating leader who will work alongside employees carrying out tasks as needed;
- has developed strategies for creative engagement of the public in the mission of the department including frequent public speaking opportunities;
- is skillful at responding to controversial perspectives with diplomacy;
- has the ability to maintain and further develop a culture of esprit de corps;
- has a proven track record in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale and retention;
- is skilled in budget development and financial management;
- models courteous engagement with staff and customers while ensuring clear and firm adherence to the balancing of animal welfare and safety with citizen safety;

- communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities;
- thrives in a culture of high performance expectations and personal accountability and integrity with a track record of developing the same departmental standards as other highly accomplished leaders in this discipline.

Qualifications:

The County seeks an animal services professional with a minimum of a Bachelor's degree with coursework in public administration, animal science, business administration, law enforcement, or related field and considerable progressively responsible animal control services experience including three to five years of supervisory experience, or equivalent combination of education and experience. Master's degree preferred. Experience as an Animal Control Director or comparable administrative position is preferred.

The salary range for the Director's position is \$63,075.78 (min) to \$106,156.50 (max) with base salary and compensation negotiable based on education, experience and qualifications.

To apply, please go to <https://www.developmentalassociates.com>, click on the Client Openings Link then "View Client Positions" button and then the **Animal Control Director – Cumberland County** link. All applications must be submitted online by February 7, 2018 and an on-site evaluation of candidates will be held March 22-23, 2018 in Cumberland County. *All inquiries* should be emailed to cumberlandhiring@developmentalassociates.com. Cumberland County is an Equal Opportunity Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.