



## EXECUTIVE DIRECTOR

**Overview.** The Chason Group, Inc. has been retained to conduct an executive search for a professional to serve as Executive Director of the Humane Society of Northeast Georgia located in Gainesville, Georgia.

**History of Humane Society of Northeast Georgia.** Founded in 1913 by Hall County school teacher Bessie Bickers, the Humane Society of Northeast Georgia is one of the oldest animal welfare facilities in the state of Georgia. Bessie Bickers, or Miss Bessie to friends and students, bought five acres of land and a house with \$5,000 earned from her retirement fund. She built kennels and runs and arranged for a young couple to live there rent-free to take care of the animals. The three were often seen before dawn or after dark saving the homeless animals of Hall County.

To adopt an animal from Miss Bessie was like adopting a baby through child welfare. Individuals had to promise to care for it humanely, buy a license (which is no longer required), promise not to sell, trade or dispose of the animal in any way but to return it to the Humane Society if at any time the individual desired to relinquish custody. Upon her death, Miss Bessie's family transferred the land at 845 West Ridge Road to the Humane Society of Hall County, which remains the organization's present location and is now the Humane Society of Northeast Georgia.

**Governance and Organization Structure.** The Humane Society of Northeast Georgia is a 501(c) (3) non-profit organization and has received top recognition from charity rating organizations in recent years. The organization is governed by a volunteer board of directors elected on staggered terms.

The Executive Director leads the day-to-day oversight of the operations. There are full time veterinarians of who are a part 30 professionals serving on the team. Other key positions reporting to the Executive Director include the Marketing Manager, Operations Director, Clinical Services Director, Animal Care Director and Development Director.

Since 2009, the Humane Society has generated all funding through private donations, grants and service fees. The 2020 budget is approximately \$2.5 million.

**Live Savers.** Committed to being Live Savers for adoptable animals in northeast Georgia, the Humane Society takes the decision to euthanize any animal very seriously. The organization's commitment to the healthy and treatable animals in their care means they are willing to pursue all reasonable efforts in order to provide for their well-being.

## POSITION ANNOUNCEMENT – EXECUTIVE DIRECTOR



**The Position.** The Executive Director will serve as the chief operating officer, providing leadership and administration across all operations and programs, including management of department heads, day-to-day administration, fiscal planning and budgeting, employee training and development, community relationships and outreach, marketing, fundraising and organizational development. This professional will provide leadership to the Humane Society while working collaboratively with the Board of Directors to enhance the mission of the organization. The Executive Director is responsible for the organization's consistent and overall achievement of its mission, goals, and financial objectives as well as maintaining policies and procedures; ensuring fiscal responsibility; and assisting in the development and implementation of a strategic plan to achieve the long-term vision of organization.

**Qualification Summary.** Candidates for the position are expected to hold a bachelor's degree, ideally with other post-graduate work, from an accredited college; or equivalent experience. Other qualifications required include five years or more of strategic leadership experience within animal welfare and/or understanding of issues and industry best practices in animal welfare in order to serve as an effective ambassador and spokesperson.

**How To Apply.** Candidates interested in the Executive Director's position may upload a cover letter and resume at [www.thechasongroup.com](http://www.thechasongroup.com). The deadline for submittal is October 7, 2020. The anticipated start date for the new professional is December 2020. Candidates may contact Tim Chason at 404.735.0540 or Randy Cardoza at 404.661.9438 for more information.

