



DIRECTOR OF ANIMAL CARE SERVICES CITY OF CORPUS CHRISTI, TEXAS

First Review of Applications: August 21, 2023



PUBLIC SECTOR EXECUTIVE RECRUITMENT

THE COMMUNITY

Corpus Christi is a coastal city in the state of Texas, located 130 miles southeast of San Antonio, on the Gulf of Mexico. It is the eighth-largest city in the state and has a population of around 325,000 people. Nicknamed the “Sparkling City by the Sea” Corpus Christi is the Nueces County Seat and is one of the largest seaports in the United States. Corpus Christi is also known for its beautiful beaches, vibrant culture, and excellent seafood.

One of the main attractions in Corpus Christi is the Padre Island National Seashore, which is a protected area of over 70 miles of undeveloped barrier island coastline. The city also has popular beaches, including Mustang Island and North Beach, which offer a variety of activities such as fishing, surfing, and sunbathing. Corpus Christi is also home to museums and cultural institutions, including the Texas State Aquarium, the USS Lexington Museum on the Bay, and the Art Museum of South Texas. The city hosts annual events and festivals, such as the Buc Days Festival.

Corpus Christi is home to Texas A&M University Islander Basketball, Corpus Christi IceRays (hockey) and USL League Two, Corpus Christi Sharks, a semi-professional developmental soccer league sponsored by United Soccer Leagues in the United States, Bermuda, and Canada, forming part of the United States soccer league system. The American Bank Center hosts concerts, family shows, and conventions having served more than two million visitors in the past five years. Corpus Christi is also the home of the Corpus Christi Hooks, a minor league baseball team of the Texas League, the Double-A affiliate of the Houston Astros baseball team that plays at Whataburger Field next to the Port of Corpus Christi within view of the Harbor Bridge. Citizens and visitors also have access to a wide variety of arts, culture, facilities, and programs including the Corpus Christi Museum of Science and History, the Art Center of Corpus Christi, and the Asian Cultures Museum.

Several independent school districts serve area students, while Texas A&M University-Corpus Christi, and Del Mar Community College serve the higher education needs of the community. Corpus Christi is an All-America City, which recognizes ways in which community members, city government, businesses, and non-profit organizations have worked together to address critical local issues and continue to build one of the best Cities in the nation. For more information visit the City’s website: <http://www.cctexas.com/>.



CITY GOVERNMENT

Corpus Christi has a home-rule, Council-Manager form of government. The City Council consists of the mayor and eight council members. Citizens elect a mayor and three Council members on an at-large basis. Similarly, they elect five Council members from single-member districts. All Council members serve concurrent two-year terms, with a four-year continuous term limit. The Council hires a City Manager, who serves as the City's Chief Executive Officer responsible for the day-to-day operations of the organization, and implementing the Vision, Mission, Objectives, Priorities and Goals of the Council.

The City of Corpus Christi delivers a wide variety of high-quality services to its residents including police, fire, emergency medical services, health, parks and recreation, a natural history museum, libraries, airport, marina, water, wastewater, stormwater, and gas utilities.

With a \$1.4 billion Budget and the support of 4,172 Operating Budget Total Positions, the City Manager focuses on the following Key Areas: Leadership Excellence at all Levels; Customer Friendly and Professional Service Delivery; Operational Excellence and Effectiveness, Continuous Process Improvement; Service Efficiency and Cost Reduction; Cohesive Value-Driven Organization; Community Engagement.

Mission

The mission of the City of Corpus Christi, Texas is to deliver municipal services which meet the vital health, safety, and general welfare needs of the residents and which sustain and improve their quality of life.

As we work to achieve this mission, we will employ fiscal discipline, continuous improvement, first-rate customer services, and straight forward communications. In this work, we will tolerate no mediocrity.

THE ANIMAL CARE SERVICES DEPARTMENT

The mission of Animal Care Services Department (ACSD) & Vector Control is to promote a new perspective on animal welfare & vector control, address the needs of the community, improve the quality-of-life of animals, and encourage a culture of compassion. ACSD strives to provide a healthy and safe environment for strays, unwanted or homeless animals as well as injured animals brought to the city's shelter. ACSD veterinarian and staff conduct health evaluations, vaccinations, and spay or neuter pets to help the process of finding forever homes. All services follow state, federal and local laws and regulations.

With the support of 45 Full Time Equivalent employees, and an FY2022-2023 budget of \$4,345,233, employees, including Animal Care Officers, are responsible for various types of animal-related matters, including enforcing the local ordinance and impounding dogs that are running at large, conducting bite case investigations, animal attacks, neglect and abuse investigations, court appearances, public education, training initiatives, wild animal issues, inspection of commercial facilities, low cost spay/neuter clinics and vaccination clinics. The ACSD has four units: Field Enforcement and Investigations, Shelter and Adoptions, Veterinarian Clinic, and Vector Control, who prioritizes all complaints according to the perceived safety for humans and animals of each call. Similarly, ACSD Vector Control implements the city's plan to reduce the spread of mosquitos in the community, while reducing the chances of vector-borne diseases.



THE DIRECTOR

The Director of Animal Care Services (DACS) is responsible for overseeing the day-to-day operations and management of the city's animal care department and plays a crucial role in the development, implementation, and continuous improvement of services delivered to ensure the welfare and well-being of the animals under the city's care, while upholding the mission, vision, and goals. The DACS is a highly skilled and enthusiastic individual who leads the overall operations, strategic direction, and service delivery in the City's ACSD and is also responsible for leading a resolute team of professionals committed to ensuring the welfare, health, and happiness of all animals in our care. Additionally, the Director of ACS will:

- Develop and implement animal care policies and procedures to maintain the highest standards of animal welfare.
- Oversee the daily operations of the animal care facility, including managing staff, scheduling, and coordinating resources efficiently.
- Collaborate with the veterinary team to ensure proper medical care, vaccinations, and treatments to animals as required.
- Develop and maintain effective adoption programs to facilitate the placement of animals in loving and responsible homes.
- Implement educational initiatives to raise awareness about responsible pet ownership, animal welfare, and humane treatment of animals.
- Maintain accurate records of animal intake, adoptions, medical treatments, and other relevant data.
- Manage the department's budget, ensure the allocation of resources to support the mission and vision of the city and meet established goals.
- Collaborate with local animal welfare organizations, government agencies, and community partners to support animal welfare initiatives.
- Stay updated on relevant industry trends, best practices, and regulatory requirements to ensure compliance and continuous improvement.





DESIRED SKILLS, TRAITS, AND ATTRIBUTES

The City of Corpus Christi desires to hire an exceptional leader with outstanding organizational and communication skills, the ability to work collaboratively and build effective relationships, who can also foster collaboration, and engage stakeholders to build consensus and support for the City's policies and initiatives. This individual will possess good problem-solving abilities, the ability to make sound decisions via strong leadership traits, which includes the ability to motivate and inspire a diverse team of professionals and volunteers. The new director will have an unquestionable passion for animal welfare, a commitment to promoting responsible pet ownership and compassion towards animals.

Passion for animal welfare: A genuine love and concern for animals and a strong commitment to improving the lives of animals and advocating for their welfare.

Leadership skills: Demonstrated ability to lead and inspire a professional team of staff, volunteers, and stakeholders with unquestionable decision-making, problem-solving, and effective communication.

Organizational abilities: Excellent organizational and multitasking skills to ensure smooth operations, prioritizing, and delegation of tasks associated with animal care, adoptions, fundraising, volunteer management, and community outreach.

Business acumen: A good understanding of budgeting, fiscal management, fundraising, and marketing strategies to secure resources and ensure the shelter's financial stability.

Empathy and compassion: The ability to empathize with the animals and their circumstances, as well as provide support and guidance to the staff members who care for them.

Outstanding People skills: Strong people skills to build and maintain positive relationships, resolve conflicts, and represent the shelter professionally.

Knowledge of animal care and welfare: Knowledgeable about best practices in shelter management, veterinary care, and adoption procedures to ensure the animals receive proper care and suitable homes.

Advocacy and public relations: The ability to advocate for animal welfare issues, engage with the local community, and establish relationships with media outlets to raise awareness about the shelter's work and the importance of animal adoption.

Flexibility and adaptability: An adaptable and flexible leader, who is able to adjust plans and strategies as necessary to respond to emergencies, changes in the community, or evolving industry practices.

Commitment to continuous improvement: A mindset of continuous learning and improvement. Staying updated on current trends, attending conferences, seeking out innovative ideas and innovations, and implementing best practices are essential for enhancing the shelter's operations and impact.

EDUCATION AND EXPERIENCE

A bachelor's degree in animal science, Veterinary Medicine, or a related field; master's degree preferred but not required and at least ten (10) years related professional experience, of which five (5) years must have been in a leadership role.

COMPENSATION AND BENEFITS

The City of Corpus Christi offers a generous, market competitive compensation and benefits program that includes a base salary range of \$140,362 - \$174,334. The starting salary will be commensurate with experience and qualifications of the individual selected. Additionally, the city offers a comprehensive, competitive benefits package that includes 88+ vacation hours per year, 40 hours personal leave per year, 96 hours of sick leave per year, voluntary 457b deferred compensation plan, ten (10) Holidays, Flexible Spending Account or HSA options, City Employee Health & Wellness Clinic, City Employee Fitness Center, Learning & Development Academy, Tuition Reimbursement and Employee Recognition Programs. Relocation assistance may be available.

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to visit our application portal, review the details of this career opportunity, create a profile, apply, and allow us to review your credentials and consider your qualifications for position:

<https://governmentjobs.com/careers/bakertilly>

Application review begins on Monday, August 21, 2023. Following the first review date, a recruitment consultant will evaluate all applications against the posted qualifications, and may request additional information, such as the completion of a due diligence questionnaire, written questionnaire, references, formal interview (virtual or in-person). This announcement will remain posted, and we will continue to accept applications, until the city reaches an agreement with a finalist. For more information, please email edward.williams@bakertilly.com or call (214) 842-6478.

The City of Corpus Christi is an Equal Opportunity Employer.

