

Position Announcement: Executive Director

Compensation: Starting salary **\$70,000 – \$75,000**

Location: Portland, Oregon

We will begin screening applications on **September 17th** and will start scheduling interviews after that. The position will remain open until filled.



This Executive Director Opportunity

This is your chance to make a significant difference in the lives of young people and rescue dogs! With 28 years of history, a dedicated team of staff and volunteers, hundreds of youth served and dogs successfully adopted, Project POOCH is ready to welcome its next leader and increase its impact in the community.

You will be working with an incredibly committed board of directors who have been working with a highly skilled interim Executive Director over the last 8 months. Together, they have recently completed an organizational assessment, updated policies and procedures and strengthened key partnerships. The organization is now ready for the exciting part, hiring the next leader to help Project POOCH strategically plan for a future that includes growth, greater impact, new sources of support, and new opportunities to serve at-risk youth and shelter dogs.

This position will work at Project POOCH's Lake Oswego outreach office, with remote work flexibility. The kennel is located at the MacLaren Youth Correctional Facility in Woodburn, Oregon. Staff work there one day per week to collaborate with kennel staff and POOCH's key partner, the Oregon Youth Authority.

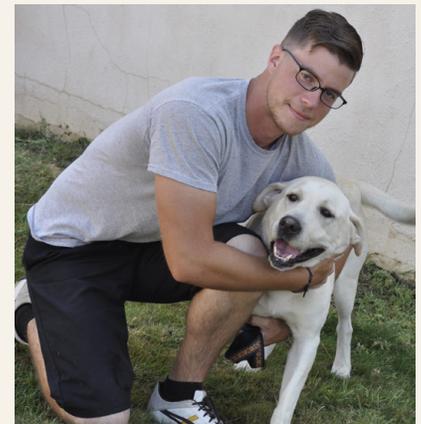
About Project POOCH

Since 1993, Project POOCH has partnered with the Oregon Youth Authority to help incarcerated youth at MacLaren Youth Correctional Facility. Project POOCH provides youth with life changing opportunities to learn social and vocational skills so they can succeed following their release. Under the guidance of professionals, the youth care for and train shelter dogs, so that they too can succeed in the next chapter of their lives. Through this work, the youth embrace all aspects of the Project POOCH mission statement: learning responsibility, patience, and compassion for all life.

Project POOCH saves dogs that often have histories of neglect, abuse, or abandonment, even saving some from euthanasia. They take in the "underdogs" – the ones labeled "unadoptable" due to breed, age, behavioral issues, or medical needs. These dogs come from various shelters in the Pacific Northwest and receive veterinary care, training, and most importantly, unconditional love at Project POOCH. Often the youth and dogs come from similar backgrounds of strife, so they are able to quickly bond and learn from each other.

The youth train the dogs to pass the Canine Good Citizen Test, which teaches the dogs basic commands, proper leash manners, polite behavior in crowds and around other dogs, and more. As a result, the dogs are more prepared for success in their new homes. By preparing the dogs for success and

ensuring that they are great fits for their new families, the youth are also preparing themselves for success in the outside world. In addition to improving their communication skills, they learn grooming, dog training, kennel management, pet first aid, and pet nutrition while in the program.



With a budget of \$275,000, 2 staff members in the outreach office, and 2 more at the kennel (employed by the Oregon Youth Authority), Project POOCH impacts the lives of dozens of young people and dogs each year. In Project POOCH's 28 year history over 300 youth have participated in the program and research has confirmed a marked improvement in the areas of respect for authority, social interaction and leadership. Recidivism rates for POOCH graduates are significantly lower than for the general corrections population.

For more information on Project POOCH, visit pooch.org.

Qualifications, Experiences and Capacities

After talking with staff, board and stakeholders about what they want to see in the next Executive Director, it has been determined that a successful candidate will possess these minimum qualifications. (We are less interested in the titles you've held and more interested in what you've actually done and who you are.)

- A passion for and understanding of Project POOCH's mission.
- Excellent written, verbal and interpersonal communication skills.
- The capacity to understand, manage and lead a nonprofit organization.
- A leader that has experience working with nonprofit boards of directors.
- Experience with project management and/or operational planning.
- The demonstrated ability and commitment to advance equity and inclusion in programming and work environments.
- A track record of successful fundraising through grants, events and individual donor solicitation.

Ideally, candidates will also:

- Have experience working alongside governmental agencies, especially those that serve youth.
- Be curious about and have the drive to increase positive outcomes for young people.
- Be comfortable taking on a wide array of tasks spanning from strategic direction and fundraising, to outreach, bookkeeping and administrative tasks.
- Bring a willingness to teach and to learn.

How to Apply

Please submit an application packet that includes:

- A cover letter explaining how you have the qualifications, experience and passion to be the next Executive Director of Project POOCH.
- A detailed resume that speaks to the qualifications listed above.
- The names, contact information and professional affiliations of four professional references (We will not contact your references until we have cleared it with you.)

Please send your materials to projectpooch@pagetwopartners.com with 'Project POOCH Executive Director' in the title. Please also email this address to request any accommodations you would like made during this search process. We will keep your application confidential and you will receive an acknowledgment email.

Applicants are encouraged to apply early.

Timeline

The position will remain open until filled. However, we prefer to receive applications by 5:00 pm on Friday, September 17th. Interviews are scheduled to begin the week of September 26th, with successive rounds of interviews held thereafter. We project a start date in early November.



Project POOCH is an equal opportunity employer and all qualified candidates are encouraged to apply. We value all relevant lived experiences, and if this position speaks to you, we encourage you to apply, even if you don't believe you meet every one of our described qualifications. Reasonable accommodations may be made to enable individuals to perform essential functions. If you are unsure whether you meet the qualifications of this position or how this would be determined, please feel free to contact us at the email listed below to discuss your application.



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