



**Ohio Wildlife Center**

## Position Profile: Executive Director

### The Opportunity

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Founded in 1984, the Ohio Wildlife Center (OWC), located in central Ohio, is the state's largest, donation-supported wildlife center. Through conservation, education, and care, OWC fosters appreciation for native species, and teaches Ohioans to live with their wildlife neighbors respectfully and compassionately. The incoming Executive Director (ED) of the Ohio Wildlife Center will guide the organization as it grows, making it a model for wildlife rehabilitation in Ohio and wildlife centers throughout the country.

The next Executive Director will partner with passionate board, staff, and volunteers—people dedicated to the wellbeing of our state's wildlife. Inspired by OWC's mission, the ED will build the capacity of the Center to treat even more injured, sick, and orphaned animals. They will invest in existing programs and activities, while exploring new ways to educate Ohioans about the inter-connected health of humans, animals, and the environment.

The Executive Director will be committed to strengthening OWC strategically and financially. By assessing and improving the organization's structures and processes, they will promote efficiency and collaboration. They will make training opportunities available to staff and volunteers, allowing the organization to develop and retain talent. The ED will also build relationships with the generous donors whose gifts sustain OWC, and invite them to imagine what they can accomplish together.

Whether urban or rural, Ohio communities are not complete without the wild animals that inhabit them. The next Executive Director of the Ohio Wildlife Center will advocate for native wildlife and expand the organization's influence throughout the state.

### About the Ohio Wildlife Center

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**Mission:** *Ohio Wildlife Center is dedicated to fostering awareness and appreciation of Ohio's native wildlife through rehabilitation, education and wildlife health studies.*



The Ohio Wildlife Center is proud to fulfill this mission through its wildlife hospital, education programs, and wildlife control services.

The Wildlife Hospital, in Columbus, is staffed by professional veterinarians and veterinary technicians, who are supported by volunteers. In 2020, this team admitted 8,105 orphaned, sick, and injured animals. More than 150 species from 67 of the state's 88 counties were treated, rehabilitated, and released back to their native habitats.



## Ohio Wildlife Center

At OWC's Education Center in Powell, groups of all ages learn about the environment, conservation, and respectful co-existence with native species. The Center offers on-site and outreach programs on a wide variety of topics. Visitors will encounter some of the more than 50 animal ambassadors in residence, including a bald eagle, coyote, fox, and more. Many of these animals are former patients who could not be released back to the wild. Now they inspire visitors with their stories of survival and teach them about the value of native wildlife to the community.



SCRAM! Wildlife Control is a humane alternative to traditional animal control. Rather than trapping and euthanizing animals, this licensed service employs a comprehensive approach to solve human-wildlife conflicts. Trained technicians use their expertise to evict and exclude wild animals from homes businesses, and commercial buildings—permanently and compassionately. Fees for this service are invested directly back into OWC's nonprofit mission.

## About the Position

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The Executive Director (ED) is responsible for the leadership, communication, culture, strategy, and management of the Ohio Wildlife Center. The Executive Director will lead the growth of the organization with best practices that will enable the organization to fulfill its mission by meeting or exceeding its goals; conveying the organization's purpose, vision, mission, and values to the board, staff, and volunteers. Following are the key functions of the position.

**Leadership and Management** – Provide ongoing leadership to individuals and teams both inside and outside the organization. Employ leadership and management best-practices related to hiring, training, performance management, compensation, and professional development. Lead continuous improvement in business operations. Ensure compliance with local, state, and federal laws and regulations, and organizational governance policies.

**Strategy and Culture** – Develop strategies and plans for the organization's growth. Create a culture of accountability and collaboration to ensure the organization has the capacity and the environment to achieve its mission. Maintain and demonstrate a high level of personal and professional integrity and ethics. Establish and model Ohio Wildlife Center values.

**Communications and Marketing** – Ensure communication and collaboration across the organization's functional teams. Serve as liaison with media and as lead ambassador for Ohio Wildlife Center with active engagement at community events and with other organizations. Lead outreach and manage Ohio Wildlife Center's communications through traditional, social media, and other channels to build recognition for the organization. Build strong relationships with volunteers, donors, and establish partnerships with other organizations and institutions.



## Ohio Wildlife Center

**Board Relations** – Maintain strong board relations. Coordinate with the board chair to conduct and plan board meetings, oversee preparation of meeting materials by staff, and participate on board committees. Communicate effectively with the board in a timely and accurate manner, providing all information necessary for sound decision-making. Implement board policy decisions.

**Fiscal** – Direct and oversee financial records and fiscal accountability. Identify new financial resources and support sufficient to sustain and grow the organization. Responsible for developing and maximizing earned revenues through existing and new programs.

**Programs and Services** – Oversee and lead the development, implementation, and evaluation of wildlife education and rehabilitation, programs, and services. Advocate on behalf of wildlife and lead the innovation of programs and services that create a premier education center, hospital, and organization.

**Volunteer Relations** – Develop and maintain strong volunteer relations. Ensure volunteer communication, training, and appreciation is well-planned, developed, and strong.

**Fundraising** – Establish, maintain, and steward relationships with current and prospective donors to increase philanthropic engagement. Strive to secure philanthropic contributions and grants from private donors, foundations, corporations, and public agencies. Work closely with staff and board to develop fundraising strategies for annual operating support and long-term philanthropy.

## The Position Qualifications

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### Competencies and Attributes for success in this position:

- Builds Effective Teams
- Builds Networks
- Business Acumen
- Collaborates
- Communicates Effectively
- Decision Quality
- Drives Vision and Purpose
- Ensures Accountability
- Financial Acumen
- Fundraising Skills
- Integrity, Ethics, and Transparency
- Interpersonal Savvy
- Passion for the Mission
- Plans and Aligns (organization, volunteers, and the board)
- Self-development
- Values Differences

### Qualifications

#### *Required*

- Bachelor's degree in an appropriate field.
- Experience managing and leading a team to achieve organizational success.
- Appreciation for wildlife and the environment.

#### *Desired*

- Experience with volunteer leadership, board governance, and nonprofit leadership.
- Fundraising experience.
- Experience with change management, strategy development, and process improvement.



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- Degree in wildlife management, animal care, and/or animal sciences is a plus.

## Board of Trustees

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The Ohio Wildlife Center is led by a dedicated and passionate board. The board is comprised of the following individuals.

**Valerie Swiatek, Chair**

President, Bonner Enterprises

**Ryan Senciboy, Treasurer**

Director of Corporate Accounting, Clearwater Paper Corporation

**Dave Wood, Secretary**

Chief Legal Officer, Code Blue, LLC

**Michael Barrie, DVM**

Retired Veterinarian, Columbus Zoo and Aquarium

**Shubho Bhattacharya**

Associate Chief Engineer, Honda

**Susan Burton**

Founding Family Member

**Katherine Fontaine**

Environmental Scientist, Burgess & Niple, Inc.

**Audrey Glick**

Community Volunteer

**Greg Kirby**

VP of Human Resources, Crane Renovation Group

**Rustin Moore, DVM**

Dean, College of Veterinary Medicine, OSU

**Brian Sell**

Associate Principal, Moody Nolan

**Al Vivo**

Owner, Cnti, LLC

**Stormy Gibson, Interim Executive Director**

(ad hoc)

**Jack Hanna, Honorary Trustee**

## Application Process

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Benefactor Group is pleased to be assisting the Ohio Wildlife Center with this search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

To learn more about the Ohio Wildlife Center, visit: [www.ohiowildlifecenter.org](http://www.ohiowildlifecenter.org)