



## Position Profile Summary: Executive Director

The Providence Animal Rescue League (PARL) is looking for an Executive Director to guide the organization's strategic vision, oversee daily operations, and support future growth. This role will work closely with Board, staff, and community partners to further our mission: "to provide rescue and relief to suffering and homeless animals, and to carry out charitable or benevolent acts for the welfare of animals."

With a passion for PARL's critically important work the ED will build upon the legacy of PARL, a well-respected, trusted animal welfare agency that has provided services to the greater Providence community since 1913. As a private, non-profit 501(c) (3) organization PARL has helped thousands of animals as an open admissions shelter and a "no-kill" organization. We provide pet food assistance, affordable vaccine/microchip clinics, and low-cost spay/neuter options. PARL relies on donations from individuals, businesses, and foundations to provide programs and services for the animals and people in the community. To learn more, see [PARL](#).

The Executive Director will manage a \$2M budget, a staff of over 20, and provide services to the community. Reporting to the Board of Directors—community, private, and public sector leaders—they will further PARL's mission and vision. The ED is responsible for the administration, programs, and strategic planning while ensuring financial sustainability through grants, fundraising and marketing. The ED will advance the organization's mission by strengthening veterinary and shelter services and cultivating relationships with the community.

Our ideal candidate is a proven leader and collaborator, with experience creating an inclusive work environment that values transparency and teamwork. They are proficient in fund development with experience in finance, operations and project management. The ED is the chief advocate, champion and spokesperson for PARL, and will have demonstrated success in building and leveraging relationships, able to engage a diverse group of stakeholders around PARL's mission to protect and care for animals. We seek a leader who is excited about our mission, stays abreast of changes in our field and committed to progressive, best practices in animal welfare. Check out the [full profile](#) on our website.

This position offers a unique opportunity for an individual dedicated to promoting the humane treatment of animals, public service, effective leadership and mentorship and who brings energy and fun to the workplace! Compensation will be determined based on experience and qualifications. The role is onsite, with an annual salary range of \$110K–\$135K. PARL is an equal opportunity employer and fully committed to a culturally diverse staff to better serve our community. Candidates should submit a resume and cover letter describing their interest in this position, references, and salary requirements by May 1, 2026, to:

Cynthia Butler, SPHR, SHRM-SCP, Butler & Associates HR Consulting at [cjbutlerhr@gmail.com](mailto:cjbutlerhr@gmail.com)