



**President/Chief Executive Officer
Pasadena, CA**

Pasadena Humane is more than an animal shelter; it is a community-supported animal resource center providing compassion and care for all animals. Services offered include pet adoptions and foster, as well as programs and services aimed at helping people care for and keep their pets, such as free and low-cost spay/neuter and vaccines, a pet food pantry, and an animal support call center. In 2023, Pasadena Humane helped more than 47,000 animals through adoptions, wildlife rehabilitation, lost & found, veterinary services, training classes, and surrender prevention assistance. As an open-admission shelter committed to socially conscious practices, Pasadena Humane had a total shelter intake of over 7,000 animals in 2023 and 2024, including both companion and wild animals. They place 100% of healthy and safe animals into new homes or back to their natural habitat. Pasadena Humane has animal control contracts with twelve communities. It is governed by a dedicated, 15-member Board of Directors. With constant positive attention from both the media as well as social media, Pasadena Humane is the source for animal welfare issues affecting the city and county.

Following their heroic and highly effective response to the Eaton Fire in January 2025 Pasadena Humane has emerged as a vital community lifeline and national beacon for animal welfare. Rooted in a culture of learning, integrity, collaboration, and kindness, Pasadena Humane is ready to elevate its impact—and invites a bold, compassionate leader to shape its future.

Reporting to the Board of Directors, the President/CEO is responsible for the oversight of Pasadena Humane, which includes developing and overseeing a budget of \$19M as well as the strategic processes of the organization, managing and developing a talented paid staff of 150 with five direct reports and more than 1250 volunteers. The President/CEO will also partner with a dedicated Board of Directors and will implement Board driven long-range and strategic plans to ensure that the goals and objectives of Pasadena Humane are successfully achieved.

This exceptional opportunity calls for a seasoned executive with a deep commitment to the ethical and humane treatment of animals. A data-driven decision-maker and skilled change agent, the President/CEO will steer the organization through complex challenges while ensuring operational excellence and adherence to best-in-class animal care standards. The successful candidate will be an experienced spokesperson, fundraiser and ambassador as well as a strong manager of human and financial resources.

Competitive candidates will have proven experience in a senior leadership role within a nonprofit organization, preferably reporting to or serving on a Board of Directors in animal welfare or a related field. Bachelor's degree or equivalent experience required; advanced degree preferred. CAWA credential is helpful.

Applications and nominations are being received by Noetic Search. Please click [here](#) to submit a current resume and cover letter. For more information, visit www.noeticsearch.com or www.pasadenahumane.org.

SALARY & BENEFITS

\$300,000 - \$350,000 plus comprehensive benefits package including health and dental, 403(b) plan, Life and Long-Term Disability Insurance.

Pasadena Humane is an Equal Opportunity Employer.

