

Wolf Haven International
Deputy Director
Position Announcement

Scion Executive Search has been retained to conduct the search for the incoming Deputy Director of Wolf Haven International, a world-class organization whose mission is dedicated to conserving and protecting wolves and their habitat.

The Deputy Director role is a leadership position that strategically champions the organization's mission, vision, and values both internally and externally to its staff, Board, donors, volunteers, community supporters, and other stakeholders, to support the current and future growth of the entire organization. Reporting to the Executive Director, this remarkable opportunity is for immediate hire and operates full-time on a hybrid basis from the organization's headquarters in Tenino, WA.

ABOUT WOLF HAVEN INTERNATIONAL

Wolf Haven International (Wolf Haven) has rescued more than 300 displaced, captive-born wolves since 1982. Offering education programs about wolves, ecosystems, and the value of all wildlife, this incredible organization works collaboratively with diverse stakeholders to advocate for coexistence with wolves in the wild. Wolf Haven is both an American Sanctuary Association (ASA) and Global Federation of Animal Sanctuaries (GFAS) accredited facility; GFAS is the highest accrediting body for sanctuaries in North America.

Wolf Haven's Tenino location is notable for its 82 acres that include Mima mound prairie, wetlands, and woodlands which are maintained through working partnerships with the Center for Natural Lands Management, U.S. Department of Defense, WA Department of Fish & Wildlife, WA Department of Natural Resources, USDA Natural Resource Conservation Service, U.S. Fish and Wildlife Service and Black Hills Audubon Society.

In June 2018, Wolf Haven assumed ownership of a second wolf sanctuary, McCleery Ranch, located near Bridger, MT at the request of its governing organization, which could no longer provide care for 29 descendants of a storied group of buffalo wolves first gathered up in the 1920s.

Wolf Haven's education program reaches thousands of children and adults each year through guided sanctuary visits and online, onsite, and offsite courses and presentations. Their school curriculum examines wolves and wildlife ecology and the importance of wolves and other apex predators to a healthy, balanced ecosystem, incorporating STEM, STEAM, and Next Generation Science Standards principles. Additionally, Wolf Haven hosts humane Wildlife Handling and Chemical Immobilization for Professionals courses annually.

LOCATION

Wolf Haven's main office and sanctuary is situated near the small town of Tenino, WA, and is easily accessible to the state capitol in Olympia, and between Seattle, WA, and Portland, OR. This quaint town is known for its rich outdoor recreational opportunities, major cultural and sporting events, and access to excellent higher education. With a rich backstory, and close proximity to hiking, museums, dining, and wineries, South Puget Sound is a wonderful place to explore!

POSITION OVERVIEW

Wolf Haven seeks an inspiring leader and animal welfare champion to assist the Executive Director with the day-to-day management of the organization. In addition to providing organizational leadership, the Deputy Director serves as a trusted adviser to the Executive Director, and is responsible for supervising the human resources, education, finance, administrative, technology, and sanctuary operations functions; ensuring effective collaboration and the highest possible care is provided to sanctuary animals.

As Wolf Haven's first (ever) Deputy Director, the ideal candidate is a dedicated, approachable, and highly collaborative leader; fully committed to supporting and inspiring staff to achieve sustainable impact for years to come. The successful Deputy Director deftly coordinates all the organization's moving parts by continuing to implement their track record of exceeding goals and consistently making good decisions through a combination of analysis, wisdom, experience, humility, and sound judgment.

This is an extremely exciting role for the individual who is driven by motivating teams and establishing processes and systems that promote the most efficient work practices; someone whose leadership style embodies a mix of transformational and servant-leadership. Additionally, a strong commitment to diversity, equity, and inclusion is paramount.

KEY RESPONSIBILITIES

- Serve as a trusted partner and advisor to the Executive Director and management team for financial, organizational, and personnel needs; provide strategic decision-making and anticipate organizational needs over time, ensuring alignment with the strategic and tactical plan.
- Lead and navigate ongoing strategic planning processes in partnership with the Executive Director, board members, and key staff.
- Supervise the human resources, people and culture, finance, technology, and safety and operations functions of the organization, including staff managing those functions.
- Further develop and oversee the finance infrastructure of the organization, including overseeing 501(c)(3) best practices and compliance, the annual budget process, and other financial responsibilities.
- Proactively ensure sanctuary adherence to and maintenance of GFAS accreditation standards.

- Maintain knowledge of workplace trends, particularly in HR, people and culture, non-profit finance, sanctuary management, equity, technology, and operations.
- Contribute to the development of existing managers, ensuring they are operating at their best and continuing to improve their management skills.
- Manage the performance review process, including improving evaluation instruments, providing support for staff, and ensuring accountability for staff performance.
- Engage with the safety committee and management staff to ensure adequate safety and security procedures are in place and consistently followed.
- Foster a sense of learning across the organization, and ensure regular management, program, safety, equity, and other training is provided to staff and volunteers.
- Partner with the Executive Director to manage the relationship with the Board of Directors.
- Assist with resource development opportunities including fundraising activities and events.
- Publicly represent the organization at external events and meetings and speaking engagements, and engage with the media as opportunities are presented.

QUALIFICATIONS

- 3+ years of nonprofit leadership experience, and 2+ years in a senior leadership position, inclusive of strategic planning, operations, fiscal management, and fund development.
- Bachelor's degree required; advanced degree preferred.
- A thorough understanding of sanctuary philosophy and values with broad experience in the full range of business functions and systems, including strategic development and planning, budgeting, finance, information systems, human resources, and marketing.
- Ability to effectively build organizational and staff capacity to ensure the organization runs smoothly and inclusively.
- Aptitude for thinking strategically, anticipating future consequences and trends, and incorporating them into an organizational plan consistent with Wolf Haven's mission and values as a sanctuary.
- Unwavering commitment to diversity, equity, and inclusion with a capacity for managing and leading a diverse team – you understand the historical context for racial inequity, and its present-day implications; continually hearing, reflecting, and acting on feedback with the aim to learn.
- Excellent team-building skills and experience scaling up organizations while maintaining lean processes and the capacity to enforce accountability; empowering quality leaders to succeed.
- High-level business acumen including problem-solving, project management, creative resourcefulness, and successful P&L management (must have the ability to balance the delivery of programs against the realities of a budget).
- Ongoing commitment to Wolf Haven's mission and values including a passion for working collaboratively to lead social change for wolves in captivity and wolf management in the wild.
- Bilingual in Spanish preferred, not required.

COMPENSATION & BENEFITS

This is an incredible opportunity to join a dynamic and committed team in an important animal conservation and sanctuary environment! In addition to an annual base salary of \$106,000-\$136,000 per year, Wolf Haven's benefits include generous paid time off, company-wide holidays, health and supplemental insurance, and contribution to a Simple IRA.

TO APPLY

Wolf Haven International has retained the services of Scion Executive Search, a national executive search firm specializing in mission-driven organization recruitment, to assist in conducting this important search. For immediate consideration please apply with your resume and cover letter, formatted in Microsoft Word, via: <https://tinyurl.com/DD-WolfHaven>

Please address applications to:

Sabrina Tirado, *Executive Recruiter*
Scion Executive Search
(888) 487-8850

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

Wolf Haven International is an Equal Opportunity Employer and encourages diversity and equity in all facets of the organization's work. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status, or any other protected class.

ABOUT OUR FIRM

Scion Executive Search is a national award-winning executive search firm. Since 2006, we have had the pleasure of successfully placing hundreds of exceptional leaders in organizations with incredible missions and programs. Our track record and recruitment process have made us one of the top recruitment firms in the nation!

We are proud to be part of the **Forbes** lists of the Best Executive Search Firms and the Best Recruitment Firms in America. Additionally, we have been recognized as a recruitment leader by **ClearlyRated**, as well as a top recruitment firm by **The Business Times** for over ten years running; additional information about Scion Executive Search can be found [online](#).

Scion Executive Search, a division of Scion Staffing, Inc. is an equal opportunity employer and service provider and does not discriminate on the basis of race, religion, gender, gender identity, national origin, citizenship status, sexual orientation, disability, political affiliation, or belief, or any other protected class. We are committed to the principles of Equal Opportunity Employment and

are dedicated to making employment decisions based on merit and value, for ourselves, our client companies, and the candidates we represent.

We engage in socially conscious business practices and believe that diverse, equitable, inclusive, and non-biased talent and recruitment processes are foundational to the success of our own organization and every organization with whom we partner. For opportunities located in a region that have enacted fair chance, arrest or conviction-based employment ordinances, Scion Executive Search proactively follows the enacted guidance and considers for employment all qualified applications with arrest and conviction records. We believe in following best practices and remain committed to considering all qualified applicants.