



REGIONAL ANIMAL SERVICES OF KING COUNTY

Regional Animal Services Manager



KING COUNTY, WASHINGTON

King County is a county located in Washington State. The population was 2.3M in the 2020 census, making it the most populous county in Washington, and the 12th-most populous in the United States. King County is one of three Washington counties that are included in the Seattle metropolitan area along with Snohomish County to the north and Pierce County to the south. About two-thirds of King County's population lives in Seattle's suburbs, which largely developed in the late 20th century and early 21st century as bedroom communities before becoming job centers for the technology industry and several other successful businesses including Starbucks, Amazon, Microsoft and Boeing.

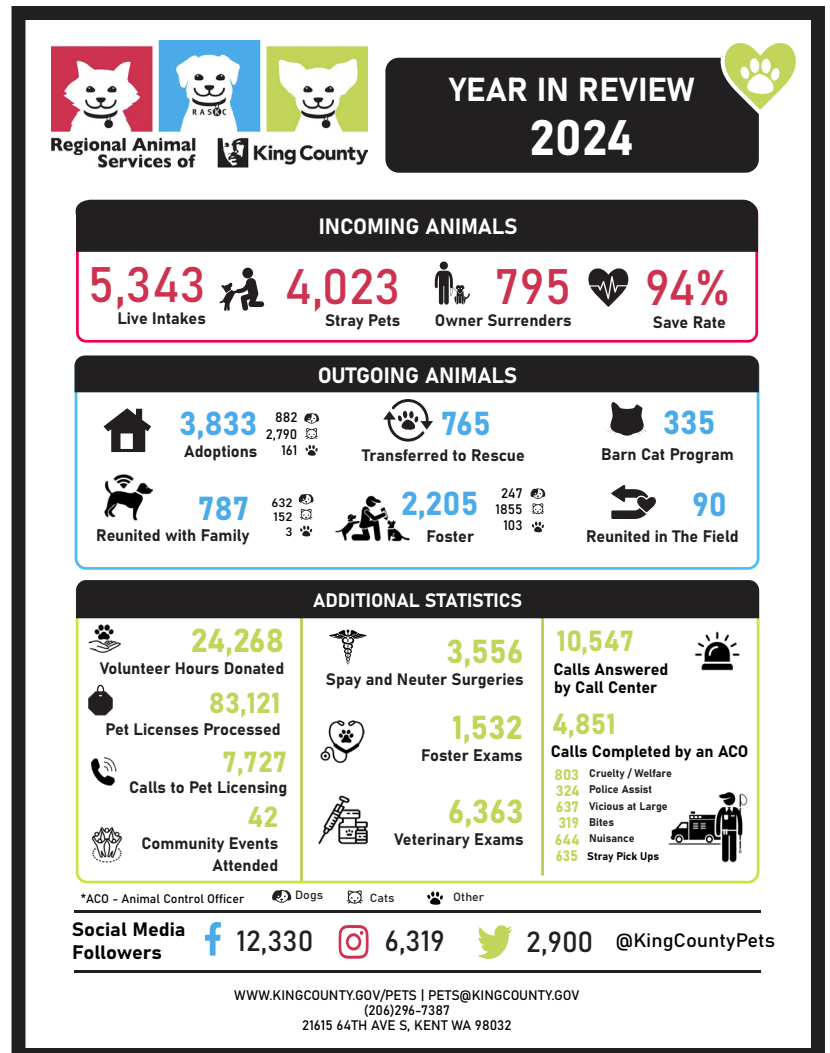
THE REGIONAL ANIMAL SERVICES OF KING COUNTY (RASKC)

Regional Animal Services of King County (RASKC) provides King County with sustainable, cost-effective services that protect people and animals, while providing humane animal care. Our organization is built on the cornerstone values of compassion and service. We demonstrate this commitment in the countless hours spent by staff and our RASKC volunteers and fosters to save animals' lives at the shelter and in the field. By collaborating with community partners, we are able to expand our programs and resources to provide even greater value to our residents.

Located in Kent, WA and with a budget of over \$9 million, RASKC provides animal control and animal shelter programs to 24 cities and surrounding unincorporated areas of King County, Washington. These include Field Services with Call Center, Pet Licensing, and Shelter Services with a large Volunteer program including offsite foster care and an active Veterinary Clinic.

RASKC takes in over 5,000 animals per year and achieved a 94% save rate in 2024.

Here is the Year in Review: >>>>



■ THE POSITION

The Manager of Regional Animal Services oversees the multifaceted animal services on a regional level which includes program and policy development, employee and volunteer management and support, negotiating agreements with contracting cities and organizations, forming alliances with stakeholders and the public, representing animal services to County and City public officials and outside organizations, and ensuring compliance with State and County laws.

This position has authority over all regional animal programs and services, including shelter, veterinary, field and enforcement operations and pet partnership/pet licensing promotional programs and is primarily responsible for developing, planning, implementing, overseeing, directing and evaluating regional animal services for unincorporated King County and contracting cities. Other responsibilities include managing inter-local service agreements, supervising managers and other staff, budget development and monitoring expenditures. This position also represents the County on high profile animal services and control issues.

Duties include but are not limited to the following:

- » Plan, direct, organize, implement, administer and evaluate the overall activities of the Regional Animal Services Program for King County and contracting jurisdictions.
- » Negotiate and maintain inter-local agreements with other jurisdictions and organizations for providing regional animal services and control.
- » Act as primary liaison for animal services and develop and maintain positive working relationships with public agencies and officials, as well as community and animal welfare groups and organizations.
- » Plan and develop both short- and long-range visions for capital and operational programs, policies and resources; assist in implementation.
- » Identify problem areas and develop resolutions and enhancements to operations; monitor, evaluate and recommend methods for improving the efficiency of animal services.
- » Provide information and participate in union bargaining and mediation activities.
- » Conduct fiscal analyses and prepare cost projections, including budget administration.
- » Supervise, train, and motivate staff and assist with labor relations issues, evaluating and documenting work performance formally and informally.
- » Oversee the development and implementation of regional animal control field and enforcement programs, goals, and objectives, including training for animal control staff.
- » Oversee the promotion of responsible pet ownership through animal licensing programs and promote services and public relations.



■ THE IDEAL CANDIDATE

The ideal candidate is a seasoned animal services industry professional and leader with direct experience providing both shelter and field oversight, has led and excelled in developing foster programs, and has worked in a union environment. A background or knowledge of veterinary services is helpful. The next Regional Animal Services Manager should be a compassionate, empathetic, 'people person' with solid communication and interpersonal skills necessary to promote a team-oriented working environment and a culture of accountability, responsiveness, inclusion and trust. The successful candidate will be a self-motivated, hands-on contributor who is goal and solutions-oriented, and is capable of program implementation through collaboration, building strong relationships with businesses, associations and other key partners.

The ideal candidate also has a proven background successfully leading animal services and programs, possesses a positive presence and demonstrates initiative, is action-oriented, exercises good judgment, treats others with respect, and is open and approachable. This individual should be an active problem solver who anticipate and responds to problems in a timely manner, develops alternative solutions, and is able to bring resolution to issues quickly, involving others as needed. The selected candidate will have strong customer and community relations skills along with political acumen and a thorough knowledge of the legislative process. Solid financial abilities are necessary to build and maintain fiscal sustainability.

Key Attributes and Characteristics

- » An excellent communicator projecting high integrity and ethical conduct, who cultivates productive relationships with elected officials, partner agencies, community groups, the public and County and department staff.
- » An experienced strategist: Able to make and stand by difficult decisions and articulate those to audiences of all levels.
- » An outstanding manager of people who will provide guidance and professional support to staff, offers regular feedback to employees, and serves as a mentor in providing training, development opportunities, and succession planning.
- » A compassionate and empathetic individual with an understanding and awareness of the emotionally challenging environment that animal services can be, and motivates and inspires collaboration, is willing to listen, and makes decisions based on feedback, the needs of the community, and is willing to articulate those in a respectful and professional manner.
- » A strong project and people manager who fosters innovation and creativity while leading with diplomacy, inclusivity, and a positive attitude.
- » A strong commitment to equity and social justice with the ability to apply these principles in leadership, decision-making and service delivery.

Licensing, Certification and Other Requirements

- » The ability to obtain a Washington State Drivers License upon hire.
- » Certified Animal Welfare Administrator (CAWA) certification desirable. Additional licenses, certifications and other requirements determined to be necessary to meet the business needs of the employing unit may be required.

SALARY AND BENEFITS

The salary range for his position is \$147,890.29 - \$187,459.38. King County offers a highly-competitive compensation and benefits package designed to meet the diverse needs of our employees and support our employees' health and well-being. Eligible positions receive the following benefits and have access to the following programs:

- » Excellent medical, dental, and vision coverage options: King County provides eligible employees with options, so they can decide what's best for themselves and their eligible dependents
- » Life and disability insurance: employees are provided basic coverage and given the opportunity to purchase additional insurance for both the employee and eligible dependents
- » Retirement: eligible King County employees may participate in a pension plan through the Washington State Department of Retirement Systems and a 457(b) deferred-compensation plan
- » Transportation program and ORCA transit pass

- » 12 paid holidays each year plus two personal holidays
- » Generous vacation and paid sick leave
- » Paid parental, family and medical, and volunteer leaves
- » Flexible Spending Account
- » Wellness programs
- » Onsite activity centers
- » Employee Giving Program
- » Employee assistance programs
- » Flexible schedules and telecommuting options, depending on position
- » Training and career development programs

For additional information about employee benefits, visit:

<https://kingcounty.gov/en/dept/dhr/about-king-county/jobs-benefits/why-work-at-king-county>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Applications will be accepted through April 20, 2025.

To be considered, please complete the application and submit your resume, cover letter and a list of five professional references (references will not be contacted in the early stages of the recruitment) at the following link:

<https://www.governmentjobs.com/careers/kingcounty/jobs/4867196/regional-animal-services-manager>

Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed.

For additional information, please contact:



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Website: <https://koffassociates.com/>

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the executive recruiter. Koff & Associates will report the results to the County. The County will then select candidates who will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate. First round interviews are scheduled to take place the **Week of May 12, 2025.**



King County