



Executive Director Position Announcement

Alley Cat Advocates | Louisville, Kentucky

Organization

Since 1999, **Alley Cat Advocates (ACA)** has been dedicated to ensuring the humane treatment of unowned cats in our region. Through its nationally recognized Trap-Neuter-Return (TNR) program, ACA has spayed or neutered more than 75,000 community cats—dramatically reducing the population and changing the culture of caring throughout the region. Each year, the organization responds to nearly 8,000 calls for service and provides spay or neuter services to over 6,000 cats.

ACA is a mission-driven nonprofit known for its grassroots story, independence, and singular focus on community cats. Volunteers, staff, and stakeholders describe ACA as compassionate, innovative, and deeply committed to the welfare of animals. The organization now seeks its next leader to honor its strong legacy while guiding it toward sustainable growth, stronger community partnerships, and expanded impact.

Position

The Executive Director will serve as the chief executive of Alley Cat Advocates, reporting to the Board of Directors and leading a talented staff team. This is an opportunity to partner with a dedicated board, volunteers, donors, and community stakeholders to advance ACA's mission and ensure its long-term sustainability.

Key Responsibilities include:

- Partnering with the Board to set vision, strategy, and organizational priorities.
- Leading staff in fundraising, donor engagement, operations, veterinary services, and community programs.
- Serving as the public face of ACA with donors, media, government, and community partners.

- Strengthening fundraising strategies, including individual giving, grants, events, and corporate partnerships.
- Overseeing organizational operations, finances, and compliance to ensure long-term stability.
- Fostering a compassionate, inclusive culture for staff, volunteers, and community members.
- Maintaining ACA's leadership position in TNR best practices nationally.

Desired Attributes and Skills:

The next Executive Director will be a **compassionate, relational, and innovative leader** who combines nonprofit management expertise with a passion for animal welfare. Specific qualifications include:

- At least 3 years of nonprofit management experience (or equivalent leadership in animal welfare).
 - Proven fundraising and donor relations success.
 - Strong financial management, strategic planning, and organizational leadership skills.
 - Excellent communication, relationship-building, and advocacy abilities.
 - Comfort with close and consistent contact with cats and familiarity with TNR principles.
 - Experience in a high-volume spay/neuter clinic, veterinary clinic, veterinary hospital, or animal shelter is a plus.
 - A leadership style that is approachable, adaptable, and authentic.
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Compensation

Competitive salary and benefits package based on qualifications and experience with an anticipated range of \$75,000-\$100,000/yr.

How to Apply

To apply, please send a **resume and cover letter** to gregory@nielsenconsults.com for confidential consideration. Applications will be reviewed on a rolling basis, with preference given to submissions received by **October 31, 2025**.

Alley Cat Advocates is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, age, disability, marital status, domestic partner status, or medical condition.