



# DIRECTOR OF ANIMAL CARE SERVICES

City of Corpus Christi, TX





## The Community

Located along the Gulf of Mexico, Corpus Christi is a vibrant coastal city with a population of approximately 320,000. Known for its stunning beaches, warm climate, and rich cultural heritage, it is one of Texas' largest cities, offering a dynamic mix of urban amenities and small-town charm. The community boasts a strong economy driven by industries such as energy, tourism, and maritime commerce, along with a growing focus on sustainability and innovation. With an affordable cost of living, excellent schools, and a variety of recreational opportunities, including water sports, nature preserves, and a thriving arts scene. Corpus Christi is an ideal place to live and work!

## Government

Corpus Christi has a Council-Manager form of local government. The City Council is composed of the Mayor, one Member from each of the five Council Districts, and three At-Large Councilmembers. The citizens elect each Councilmember to a two-year term. Five Councilmembers constitute a quorum, which is required to conduct City business. The Council appoints the City Manager, City Secretary, City Auditor, and Municipal Court Judges.

The City Manager serves as the organization's chief executive officer and is responsible for the city's day-to-day management, operations, and hiring of City employees, including the executives (Assistant City Managers, Directors, Assistant Directors). The City Manager is tasked with implementing the council's decisions, managing a \$1.8 billion operating and capital budget, and overseeing 4,100 employees.



# Animal Care Services

The mission of Animal Care Services is to advocate for the humane care of animals, promote responsible pet ownership, and protect the health, safety, and welfare of its residents and their pets. The Animal Care Services Department is comprised of the following divisions: Field Enforcement and Investigations, Shelter and Adoptions, and the Veterinarian Clinic.

## The Position

The Director of Animal Care Services leads the Animal Care Services Department, providing overall management and strategic direction for all programs and operations. This executive-level role is responsible for ensuring the welfare and well-being of animals under the city's care while upholding the department's mission, vision, and goals. Under administrative direction, the Director oversees a broad range of services from animal control enforcement and shelter operations to community outreach and public education, and coordinates activities with other city departments and external agencies. In this capacity, the Director also supervises a diverse team of professionals (including managers, veterinary staff, animal care officers, and administrative personnel) to deliver high-quality, compassionate animal care and effective public safety services.

## Education and Experience

Qualified applicants will have a Bachelor's degree from an accredited college or university in Public Administration, Business Administration, Animal Science, or a closely related field, and a minimum of ten (10) years of progressively responsible experience in a municipal, public sector, or nonprofit animal shelter environment is required, including at least five (5) years' experience in a supervisory or management capacity.



## Duties and Responsibilities

- Provide leadership and administrative oversight for all functions of the Animal Care Services Department, ensuring efficient day-to-day operations and compliance with city policies and standards.
- Develop and implement departmental strategies and programs aimed at promoting responsible pet ownership, controlling stray animal populations, and increasing the live-release rate of animals (through adoptions, rescues, and reclaims).
- Ensure consistent enforcement of all applicable city animal control codes, ordinances, and regulations.
- Serve as the City's designated Animal Control Authority, overseeing public health and safety matters related to animals and recommend updates or amendments to ordinances and departmental policies as needed to improve outcomes.
- Oversee humane shelter operations and animal care practices. Ensure proper protocols are followed for animal handling, housing, and euthanasia in accordance with legal requirements and industry best practices for animal welfare.
- Direct the preparation and administration of the department's budget and fiscal resources.
- Act as the primary representative of Animal Care Services to the public, city officials, and the media.
- Promote community engagement and education on animal care issues. Work with community advisory boards, commissions, and advocacy groups to develop outreach programs. Attend outreach events and deliver presentations to neighborhood associations, schools, and civic organizations to increase public awareness of Animal Care Services programs and the importance of responsible pet ownership (such as licensing, vaccination, and spay/neuter programs).
- Coordinate and collaborate with other City departments and outside agencies to ensure integrated service delivery and support for animal care initiatives.
- Establish and enforce performance standards for all divisions of the department (Field Operations, Shelter/Live Release, Veterinary Services, etc.). Monitor operational metrics and staff performance, preparing reports and updates for the City Manager or City Council as required.
- Provide leadership and mentorship to subordinate managers and staff, encouraging professional development and a high-performance culture. Ensure that all staff adhere to ethical practices and legal requirements in carrying out their duties.

# The Ideal Candidate

The ideal candidate should be a passionate leader with a heart for animal welfare. They should be visionary and strategic with experience developing long-range plans to improve animal services, while also being hands-on and results-driven in managing day-to-day operations. They should be an effective communicator who can confidently engage with citizens, city leaders, and the media, building trust and transparency in the community. Strong collaboration and interpersonal skills are essential, as the Director works with various stakeholders including staff, volunteers, rescue groups, and other government agencies to achieve common goals.

In addition to being knowledgeable about animal care best practices and relevant laws, the ideal candidate should have strong organizational and analytical abilities, using data and metrics to guide decisions and be adept at handling a substantial budget and staff. The ideal candidate should be an example of integrity, accountability, and a commitment to public service. They should be compassionate toward animals and people, maintaining high humane standards for the shelter while also making tough calls on enforcement and public safety when necessary. A confident decision-maker and mentor, the ideal candidate should foster a culture of excellence within the department, and motivate the team through change and challenges, while continually seeking innovative ways to enhance the city's animal care services.





# Salary

The City of Corpus Christi is offering a salary between \$165,000 – 185,000, commensurate with experience, and a comprehensive benefits package that includes TMRS, health, dental, etc. More information regarding the employee benefits can be found [here](#). Relocation assistance will be available for the successful out of area candidate.

## How to Apply

Interested applicants should forward a cover letter and resume to:

**resumes@affionpublic.com**

**Reference: CCDACS**

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PO Box 794  
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