

Chief
Executive
Officer





CHIEF EXECUTIVE OFFICER LOVELAND, COLORADO

PURPOSE STATEMENT

NOCO Humane seeks a strategic, collaborative, and community-rooted Chief Executive Officer (CEO) to lead the organization into its next era following the planned transition of its long-serving and widely respected leader. This moment of continuity and change offers an opportunity to build upon a strong foundation of operational excellence, trusted community partnerships, and recent regional expansion. The CEO will provide visionary and operational leadership as NOCO Humane advances its presence in Weld County, opens a third adoption facility, and leads a major capital campaign to build a new, state-of-the-art shelter. With compassion, professionalism, and Socially Conscious Sheltering at the core, the CEO will unify stakeholders—from dedicated staff and volunteers to donors, municipalities, and the public—around a shared commitment to sustainable, high-quality animal welfare services.

ORGANIZATIONAL OVERVIEW

Founded in 1969, NOCO Humane (formerly known as Larimer Humane Society) is an independent, non-profit organization and not affiliated with any national organization. It is northern Colorado's largest animal welfare organization, operating two shelters and providing shelter, medical attention and care to appropriately 12,000 lost, abandoned, injured, abused, ill, and orphaned animals each year.

Through quality adoptions and lost & found services, NOCO Humane placed more than 5,200 companion animals into new homes and reunited 3,150 lost animals with their families in 2024. NOCO Humane also provides exceptional veterinary services to the animals in their care and is expanding services, specifically vaccinations and spay/neuter surgeries, to the public in the coming year. When needed and requested, they offer compassionate end-of-life services to pet owners.

Mission: To further the compassionate, safe, and responsible relationship between animals and people.

Vision: NOCO Humane is a trusted, responsive, community leader providing programs and services essential to the high quality of life for animals and people in Northern Colorado.

In the past decade, NOCO Humane has grown considerably. A strategically planned move to a modern Loveland facility began with a land purchase in 2007, a voter-approved sales-tax initiative in 2014, groundbreaking in 2016, and opening in 2017. The shelter is situated on 27 acres and is approximately 39,000 square feet. Included on the property is a 2-acre dog park.

The year 2023 marked the organization's evolution into a regional leader in its field, operating multiple campuses across northern Colorado. In October 2023, after more than 50 years serving Larimer County, Larimer Humane Society expanded into Weld County and rebranded to NOCO Humane. Now the most comprehensive animal welfare service provider for northern Colorado, NOCO Humane has more than doubled its reach, elevating its mission to further the compassionate, safe, and responsible relationship between animals and people. With 120 staff and 600 volunteers, NOCO Humane maintains an \$11 million operating budget with \$10 million in revenue, fundraising \$3.5 million annually.



NOCO Humane contracts with municipal governments in both Larimer and Weld Counties. In Weld County, the contracts are for sheltering and veterinary services. In Larimer County those contracts include sheltering, veterinary services, licensing, and animal protection and control. Animal Protection and Control officers enforce and uphold local and state animal ordinances and laws. They also confront the root causes of animal cruelty and neglect through specialized law enforcement investigations and advocacy aimed at strengthening animal protection laws.

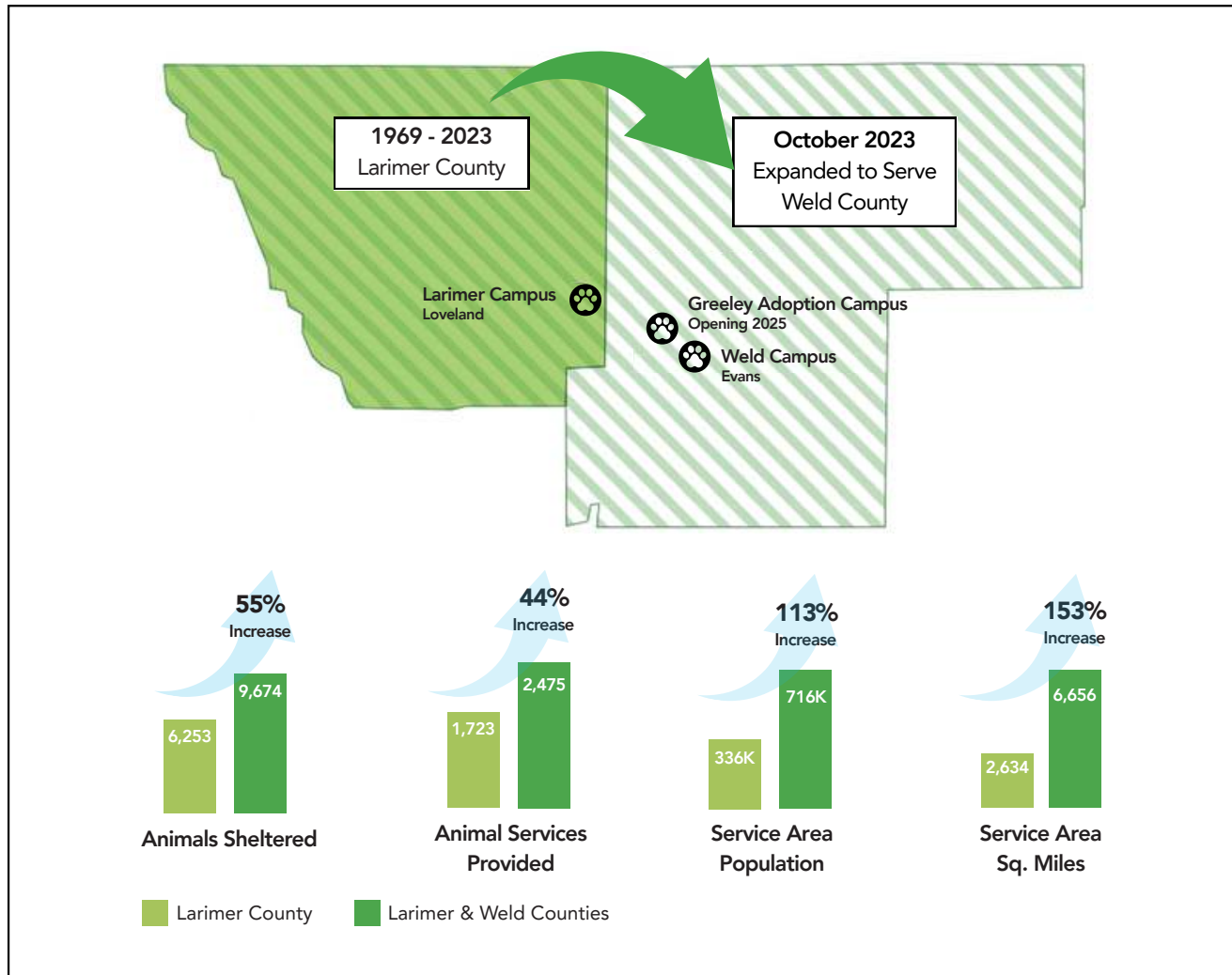
Members of the public benefit from NOCO Humane's educational programming that includes camps for school-age children, as well as humane education presentations, shelter tours, scout programs and fun activities for all ages. NOCO Humane's Larimer Campus in Loveland also offers their community room for rent to nonprofit organizations and businesses.

NOCO Humane invests in the future of veterinary medicine through their strong partnerships with Colorado State University Veterinary School and Front Range

Community Veterinary Technician program. Both partnerships provide training for veterinary and veterinary technician students and expose them to shelter medicine.



In September 2025, NOCO Humane will expand its capacity with the opening of the Greeley Adoption Campus. This third campus will focus on housing adoptable animals and offering one-on-one interactions with prospective families. With space for 100 animals, the Greeley campus will help more pets find loving homes, ensuring that our community's continued support makes a lasting impact. The Adoption Campus will be a smaller, more intimate facility designed to make the adoption process as smooth and efficient as possible.



Together, these services position NOCO Humane as a vital regional partner in fostering safe, compassionate, and responsible relationships between animals and people across Northern Colorado.

NOCO Humane is in a position of strength as it prepares for its next chapter. Under the transformative leadership of Judy Calhoun, the organization has expanded its regional footprint, deepened public trust, and cultivated a workplace culture grounded in compassion and service. The organization has invested in people, partnerships, and infrastructure, and is guided by a dedicated board and experienced leadership team. With stable finances, strong municipal relationships, and engaged staff, NOCO Humane is well-positioned to build on its legacy while evolving to meet the needs of a growing and diverse community. The next CEO will inherit an organization that is operationally sound, mission-aligned, and ready for its next era of impact.



As NOCO Humane expands its services and prepares for a major funding campaign for a new state-of-the-art facility in Weld County, the organization is evolving in scale, complexity, and opportunity. With this growth comes the desire to elevate executive function and deepen capacity in areas such as multi-site operations, organizational development, and long-term financial planning. The next CEO will bring seasoned nonprofit leadership experience including fundraising expertise, strategic acumen, and operational excellence to build on the current foundation and guide the organization and its people into its next phase. This moment calls for a leader who brings both heart for its mission and the executive skill to scale its impact.

POSITION OVERVIEW

The Chief Executive Officer (CEO) is the executive leader of NOCO Humane, serving as the head of vision, strategy and execution, and is responsible for advancing its mission to further compassionate, safe, and responsible relationships between animals and people. The CEO oversees all aspects of the organization's strategic, financial, operational, and cultural health. They ensure the values of open admission and Socially Conscious Sheltering are upheld while strengthening public trust, driving innovation, and delivering impact to advance the organization and its reputation as a leader in animal welfare.

As NOCO Humane continues to grow and expand its regional presence across multiple jurisdictions, the CEO will lead this evolution with strategic foresight, community-rooted leadership, financial planning and operational excellence. They will set the long-term vision and create the conditions for success by empowering a high-performing executive team, fostering cross-functional collaboration, and aligning people, systems, and resources to mission-driven goals. The new CEO serves as the organization's chief strategist, culture champion, and external ambassador—ensuring sustainable impact through change leadership, thoughtful governance, and intentional investment in talent and infrastructure. At times, the CEO may also need to roll up their sleeves to help teams deliver results. The new CEO is both someone who brings inspiration and direction, and who can dive into the work alongside staff as needed.

Reporting to the Board of Directors, the CEO directly supervises the Chief Financial & Administrative Officer (CFAO, oversees finance and human resources), Director of Animal Protection & Control, Director of Development & Community Relations (oversees fundraising, marketing, communications, humane education, and volunteer engagement), Director of Operations (oversees shelter management, including behavior, enrichment, foster and transfer, veterinary services, and facilities & maintenance), and the Administrative Assistant.

RESPONSIBILITIES

STRATEGIC PLANNING & ORGANIZATIONAL VISION

Establishes and leads the organization's multi-year strategic plan in partnership with the Board and identifies internal and external shifts requiring revisiting the organization's strategy. Ultimately accountable for achieving strategic objectives, provides guidance and oversight to ensure programs, services, infrastructure, and staff efforts are aligned to priorities. Adjusts strategic priorities based on organizational performance, risk assessments, and evolving community needs.



EXECUTIVE LEADERSHIP & CULTURE

Leads with sensitivity during a time of transition from a long-serving and deeply respected leader, honoring the culture while empowering distributed leadership and fostering a confident future-oriented team dynamic. Provides guidance and strategic direction to the senior leadership team, and champions growth in leadership autonomy and cross-functional excellence. Advocates a values-based culture grounded in inclusion, collaboration, safety, and service. Models and reinforces leadership practices rooted in integrity, transparency, and accountability.

PROGRAM & SERVICE DELIVERY OVERSIGHT

Provides strategic and operational oversight of all core program areas, including sheltering, animal protection and control, veterinary services, and community outreach. Ensures consistent application of service standards and policies across locations by supporting senior leaders in using data, outcomes, and community input to adapt and evolve programs. Aligns operational infrastructure to efficiently support high-impact, community-centered services.

MULTI-SITE OPERATIONS MANAGEMENT

Shapes the strategic direction of operations across multiple sites, ensuring alignment in processes, staffing, communication, and service delivery. Oversees the successful long-term integration and performance of new locations through high-level planning, cross-functional coordination, and stakeholder engagement. Partners with senior leaders to anticipate and address logistical, operational, and infrastructure needs, ensuring seamless service across all



facilities. Specifically, directs the next phase of work in Weld County, from developing economic stability for existing operations to building trust and buy-in with local municipalities, increasing service volume, and shaping a long-term vision for regional presence. Champions a start-up mindset balanced with disciplined operational planning.

FINANCIAL LEADERSHIP & CAPITAL PLANNING

Leads the organization's financial strategy, including annual operating and capital budgeting, long-range planning, and financial stewardship in partnership with the CFAO and Board. Ensures fiscal responsibility, supports strong internal controls, and compliance with Generally Accepted Accounting Principles (GAAP). Oversees capital planning and implementation for new and existing facilities. Collaborates with internal teams and external partners to support scalable, sustainable facility development aligned with mission and growth goals.

FUNDRAISING, DEVELOPMENT & CAMPAIGN LEADERSHIP

Guides the organization's fundraising and development efforts, ensuring alignment with strategic priorities. Provides executive leadership for major campaigns, including a multi-year capital campaign to fund facility expansion and long-term impact. Plays a central role in shaping the case for support; cultivates and stewards relationships with major donors, foundations, corporate sponsors, and community partners. Partners with the Director of Development and Community Relations and the Board to advance a culture of philanthropy and long-term financial sustainability.

CONTRACT & GOVERNMENT PARTNERSHIP MANAGEMENT

Leads strategic partnerships with municipal and county agencies to support service delivery, funding, and advocacy initiatives. Builds and sustains strong relationships with government officials and agency leaders to advance shared priorities and advocacy efforts. Leads annual governmental contract presentation and negotiations to ensure alignment with long-term expectations and goals. Demonstrates diplomatic strength and political savvy in navigating regional dynamics and representing the organization's interests with credibility and trust.

HUMAN RESOURCES & TALENT DEVELOPMENT

Oversees organizational design and structure and talent strategy. Sets the strategic vision for a people-first culture that attracts, develops, and retains high-performing, mission-aligned talent. Partners with senior leaders to ensure effective workforce. Champions organizational values to promote a diverse, equitable, and inclusive workplace.

COMMUNITY ENGAGEMENT & PARTNERSHIPS

Serves as one of the organization's primary ambassadors, shaping and guiding external communications, media relations, and public messaging to reflect the mission and values. Leads community engagement strategy by cultivating high-impact partnerships with peer organizations, coalitions, and advocacy groups. Promotes visibility, trust, and public understanding of animal welfare through consistent, values-aligned messaging and meaningful community presence.



ADVOCACY & PUBLIC POLICY

Drives the organization's advocacy agenda by engaging in legislative and policy initiatives aligned with its mission and values. Represents the organization in local and state coalitions, and collaborates with partners to influence public policy supporting animal welfare and community safety.

RISK MANAGEMENT & COMPLIANCE

Provides executive oversight of enterprise risk management, ensuring compliance with all applicable laws, contracts, regulations, and internal policies. Anticipates and mitigates financial, legal, operational, and reputational risks in partnership with senior leaders and the Board.

BOARD OF DIRECTORS SUPPORT & GOVERNANCE

Serves as the primary liaison to the Board of Directors, supporting governance, strategic planning, and fiduciary oversight. Partners with the Board on leadership development, policy setting, financial sustainability, and long-term organizational success.

TECHNOLOGY & DATA SYSTEMS

Provides oversight on organizational systems including shelter management software, donor CRM, financial and HR systems, and any other technologies to ensure optimization, resilience, and organizational efficiency. Promotes data-informed decision-making across departments.

All other duties as required.

QUALIFICATIONS & PERSONAL CHARACTERISTICS

- Bachelor's degree (preferably in nonprofit management, business administration, public administration, animal science, or a related field) or equivalent work experience required; an advanced degree is a plus.
- Minimum of eight (8) years of senior management experience in the nonprofit or government sector (preferably in animal welfare) is required.
- A track record of successful fundraising and development skills, proven strategic planning abilities, and successful financial budgeting and management is required.
- Previous nonprofit CEO/Executive Director or Deputy Director experience is desired.
- Experience working with a Board of Directors is preferred.
- Gravitas and emotional intelligence, with the presence to inspire trust, engage public sector leaders, and create followership across diverse audiences.
- Grounded leadership style—calm under pressure, open to feedback, and committed to collaborative, outcome-driven decision making.
- Comfort navigating ambiguity, competing priorities, and complexity while making sound and timely decisions.
- Champions distributed leadership; fosters an environment where people are empowered to lead and grow.
- Growth-oriented and continuously learning; open to evolving in response to new challenges and feedback.
- Certified Animal Welfare Administrator (CAWA) certification is a plus.
- Holds, or is able to obtain, a valid Colorado Driver's License and have an insurable driving record.



KNOWLEDGE, SKILLS & ABILITIES

STRATEGIC & OPERATIONAL LEADERSHIP

Applies deep knowledge of strategic planning, systems thinking, and organizational design to lead a complex, multi-site nonprofit operation. Skilled in both setting long-term vision and translating vision into actionable, enterprise-wide priorities. Effectively manages growth, service integration, and cross-functional collaboration. Demonstrates effective management, decision making, and coaching that empowers the senior leadership team's and staff's own decision making in support of core strategies and priorities.

NONPROFIT MANAGEMENT & GOVERNANCE

Brings deep expertise in nonprofit governance, executive accountability, and regulatory frameworks. Skilled in advancing strategic governance, policy leadership, and organizational change. Fosters a strong, transparent partnership with the Board of Directors to ensure oversight, strategic alignment, and mission impact.

FINANCIAL LEADERSHIP & RESOURCE STEWARDSHIP

Applies expertise in nonprofit finance, including budgeting, forecasting, fiscal reporting, and compliance. Skilled in interpreting financial data to guide enterprise-level decisions, ensuring responsible stewardship of public and private funds. Partners with finance leaders to maintain transparency, compliance, and operational agility.

CHANGE LEADERSHIP & INNOVATION

Leads transformational change with vision, clarity, and resilience. Skilled in navigating complexity, aligning stakeholders, and fostering adaptability in times of uncertainty. Champions a culture of innovation, continuous improvement, and learning—ensuring the organization evolves to meet emerging needs, scale impact, and remain future-ready.

TALENT, CULTURE & ORGANIZATIONAL DEVELOPMENT

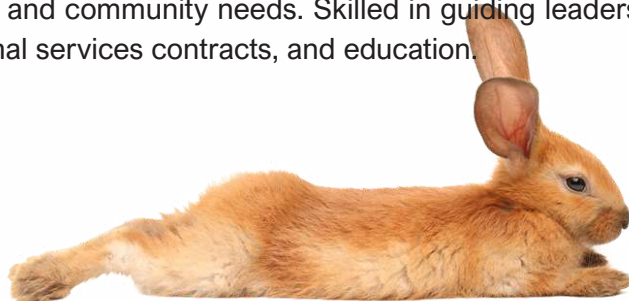
Possesses knowledge of people-related best practices, employment law, workforce planning, and volunteer engagement. Demonstrates skill in leading high-performing teams, coaching leaders, and cultivating inclusive, collaborative, psychologically safe, and high-performance work environments.

EXTERNAL AFFAIRS, ADVOCACY & PHILANTHROPY

Serves as the organization's chief ambassador, cultivating strategic partnerships with donors, civic leaders, government agencies, and the media. Skilled in guiding high-impact fundraising strategies, shaping public messaging, and advancing legislative or policy priorities that align with the organization's mission. Leads with authenticity and influence in public forums.

PROGRAM OVERSIGHT, COMPLIANCE & INFRASTRUCTURE STRATEGY

Provides executive oversight of programs and infrastructure to ensure alignment with mission, standards of excellence, and community needs. Skilled in guiding leaders responsible for sheltering, veterinary services, animal services contracts, and education.



ADDITIONAL

BENEFITS & SALARY

Offerings include medical, life, vision, dental, and supplemental accident insurance. Matching 403(b) retirement plan, paid time off, employee assistance programs, 9 holidays, continuing education opportunities, discount programs and more. Our salary range is \$170,000 to \$210,000.

WORK ENVIRONMENT

Most work is performed in the normal shelter and office setting, and additional community locations. Frequent use of computer and telephone; potential exposure to animals, high noise levels and zoonotic diseases. Potential for bites and scratches if handling animals. Potential for exposure to various weather conditions. Weekend and evening work is required.

PHYSICAL ACTIVITIES

Sitting, using a computer and keyboard, and talking on the phone up to 8 hours or more a day. Standing, reaching, bending, squatting, walking, pushing, pulling, cleaning, and driving a vehicle. Occasional lifting and carrying of up to 30 pounds unassisted and more with assistance.

APPLICATION INFORMATION

To express interest in the position, please submit your confidential cover letter and resume to noco-ceo@pearlstreetcollective.com.

Pearl Street Collective, the search firm with purpose, has been exclusively retained for this engagement. Adele Mezher, Maeve Clifford, Cenetta Baker, Jiberly Sandoval, and Shari Berenson are leading the search. Women-founded and led by a diverse group of professionals dedicated to redefining search for the mission-driven space, Pearl Street leads with radical empathy, active listening, and transparency. As trusted talent advisors, we leverage our deep industry knowledge and rigorous, process-driven approach to help our clients build high-performing, diverse leadership teams that realize meaningful and lasting impact in their communities.

Pearl Street is recognized by Forbes as one of America's Best Executive Recruiting Firms, featured in Hunt Scanlon's top recruiter shortlists for Nonprofits and Higher Education, and named a Top Search Firm by Women of Color in Fundraising & Philanthropy for four consecutive years.

Follow Pearl Street.

If you require a reasonable accommodation to complete the application process, please contact us at hello@pearlstreetcollective.com or 800-285-0464.

NOCO Humane conducts criminal background checks, DMV checks and requires drug testing for all employment candidates.

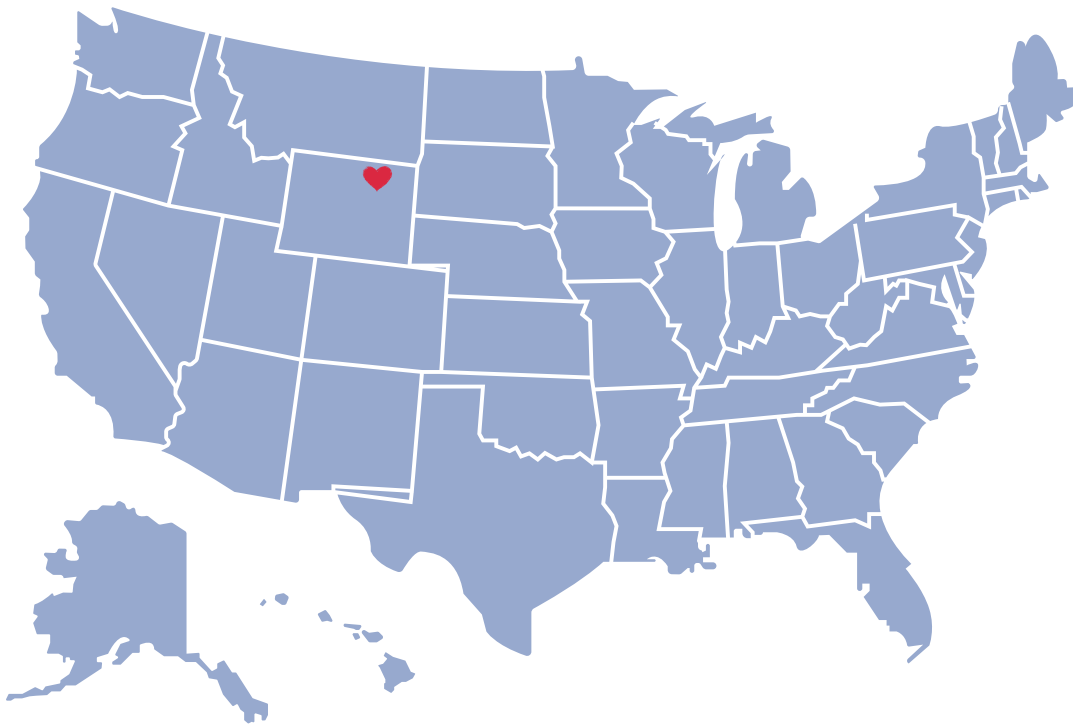
NOCO Humane is an Equal Opportunity Employer.



EXPLORE NORTHERN COLORADO



Northern Colorado is an exceptional place to put down roots. The region is known for its natural beauty, collaborative spirit, commitment to community well-being, and access to leading institutions like Colorado State University. It's also one of the fastest-growing areas in the state and country, with more than 37,000 new residents expected over the next five years—bringing fresh energy, diverse talent, and new possibilities across sectors. With short commutes, vibrant downtowns, and unparalleled access to the outdoors, Northern Colorado offers a balanced, high quality of life for individuals and families alike. Visit [Northern Colorado Economic Alliance](#) to learn more.



LOVELAND, CO

Living in Northern Colorado offers access to a variety of distinctive communities, each with its own character. Loveland, located along the Front Range near Fort Collins, is a notable example. Known as both the “Sweetheart City” and the “Gateway to the Rockies,” Loveland attracts residents of all ages and backgrounds. The town is recognized for its relative affordability, diverse economic base, and a vibrant downtown that contributes to its growing appeal. Whether you prefer an urban

atmosphere or a country setting, Loveland offers a diverse range of neighborhoods to suit a variety of lifestyles. [Learn more.](#)



GREELEY, CO

Greeley, Colorado is a city shaped by diversity and forward-thinking—reflected in both its people and its mindset. It's a place that leads with intention, driven by a culture of possibility and innovation. This spirit comes to life through a vibrant [arts and music scene](#), an annual hot air balloon festival known as the Great Aardvark Embark, and a revitalized downtown filled with [locally owned restaurants](#), independent shops, and award-winning microbreweries. Greeley is a city of ideas and unexpected discoveries—best experienced firsthand. [Learn more.](#)

FORT COLLINS, CO

Fort Collins sits at the intersection of natural beauty and vibrant urban life. Nestled against the foothills of the Rocky Mountains, the city features a walkable historic downtown, extensive river trails, and a nationally recognized craft brewing scene. Colorado State University serves as a vital hub of research, innovation, and cultural activity—deepening the city's creative energy and economic strength. With a strong sense of community and a high quality of life, Fort Collins offers a distinctive sense of place in Northern Colorado. [Learn more.](#)



ESTES PARK, CO & ROCKY MOUNTAIN NATIONAL PARK

Estes Park is a gateway to the natural grandeur of [Rocky Mountain National Park](#) and a destination in its own right. Surrounded by alpine peaks and wildlife-rich meadows, the town offers a unique blend of small-town charm and outdoor adventure. Stroll along the Riverwalk, explore local galleries and cafes, or set out on one of the park's hundreds of miles of hiking trails. With its breathtaking landscapes, rich wildlife, and deep connection to Colorado's natural heritage, Estes Park invites reflection, exploration, and a true sense of escape. [Learn more.](#)

