



Position Profile

Los Angeles Zoo & Botanical Gardens

Deputy Director – Mission Programs & Strategic Initiatives

VISION STATEMENT

Creating a just and sustainable world where people and wildlife thrive, together.

MISSION STATEMENT

Through the passion of our team, the Los Angeles Zoo is leading the way in saving wildlife and connecting Angelenos to the natural world by providing exemplary animal care, delivering distinctive and diverse learning opportunities, and creating unforgettable experiences.

Saving Wildlife. Enriching Our Communities. Creating Connections to Nature.

The **Los Angeles Zoo & Botanical Gardens** is at a transformative place in its history. With a new Vision Plan in place, the launch of a bold conservation plan, and a renewed commitment to broader and deeper engagement with the community, the Zoo is poised to be an even greater leader in conservation, animal wellbeing, sustainability, and equity. With this dynamic future ahead, the Zoo is hiring a new **Deputy Director – Mission Programs & Strategic Initiatives** to join a dynamic leadership team.

The Role

Reporting to the Chief Executive Officer / Zoo Director (CEO), the Deputy Director is an organization-wide strategic, team-oriented leader, big-picture thinker, who works with their team to get things done. The Deputy Director leads and oversees the teams in four of the Zoo's mission-critical areas:

- 1) **Conservation**
- 2) **Learning & Engagement**
- 3) **Equity Programs**
- 4) **Sustainability Programs & Capital Projects**

The Deputy Director will work with a team of experienced division directors to lead the mission goals of the Zoo while advancing the Zoo's development. In all aspects of this role, the Deputy Director must have the vision to strategically work with the other divisions in the organization, including animal care & welfare, animal health & wellness, operations, and administration, to coordinate plans and initiatives to ensure maximum effectiveness and impact. The Deputy Director will consistently implement strategies to measure and track performance in support of the Zoo's strategic goals.



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The Deputy Director must possess outstanding leadership, team building, and people skills to adeptly lead, mentor, support, and coordinate teams across the Zoo. The Deputy Director must bring innovative thinking to help deliver on the Zoo's mission and realize the Zoo's vision, and work to develop and implement a new strategic plan.

This role will be centered around the key themes of **collaboration, connections, coordination, and community**. The ideal candidate will drive strategic outcomes through collaboration, working with the four reporting divisions as well as across the entire Zoo, creating greater synergies and connections throughout the organization while building strong relationships and partnerships within the Greater Los Angeles community.

The Deputy Director will play a critical role in advancing the Zoo's mission. The Deputy Director will uphold, model, and instill the Zoo's core values:

- *We strive to be a trusted and valued resource for our Los Angeles community and a model for our peers.*
- *We are agents of change, challenging expectations and advocating for wildlife.*
- *We find solutions through innovation, creativity, and a transformative mindset.*
- *We collaborate by building relationships and working with our colleagues and partners to go beyond the expected and expand our impact.*
- *We celebrate and appreciate our team members' contributions to a unique body of knowledge, expertise and experiences.*
- *We embrace and engage all of our communities, ensuring all are included and welcome.*

The Deputy Director will play a key role in leading diversity, equity, inclusion, belonging and access (DEIBA) efforts and building a vibrant and welcoming organizational culture.



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The Zoo is looking for someone who, working with the CEO and the leadership team, is -

- **Committed to Mission** – Understands and believes in the organization’s mission and has a passion to advance that mission for greater impact at the Zoo and in the community.
- **A Change Agent** – Can work across divisions to push transformative ideas and thinking and enhance how things get done
- **Resilient** – Is able to work through challenges and has the patience and persistence to get things done, staying positive, no matter what obstacles may be encountered
- **Innovative and an Implementer** – Sees the big picture and can connect the dots across the organization and lead the way, making things happen to take the organization to new heights
- **A Team Leader** – Builds and maintains a high-performing organizational culture while growing and mentoring the team to their full potential
- **Collaborative and Influential** – Forges mutually beneficial partnerships and relationships within the community and with other key stakeholders
- **A Communicator** – Can effectively sell a vision, share information and instill confidence across broad audiences. Comfortable and confident in a range of business and social situations with a wide range of staff and stakeholders
- **Supportive and Inclusive** – Creates an inclusive and welcoming organizational culture and celebrates team expertise



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Candidate Profile

The successful candidate will be a seasoned executive with a track record of successful management and decision-making in a complex organization. The ideal candidate must demonstrate commitment to the Zoo's vision, mission, and values. They will be a thoughtful, communicative, inspiring leader who will work closely with senior leadership, staff, and external partners to build on the organization's successful accomplishments.

Setting Strategy

- Ability to think strategically, tactically, and creatively to drive the organization to reach greater heights with respect to organizational goals and objectives.
- Ability to synthesize ideas into actionable objectives.
- Think creatively and manage resources to optimize outcomes.

Executing for Results

- Has reported to a senior-level executive of the organization and is able to partner with the CEO to execute strategy aligned to the defined vision.
- Strong decision-making record with the ability to advance ideas and get things done.
- Demonstrated ability to create and enhance existing processes, workflow, and communications.
- Able to implement long-term systemic improvements.

Management and Leading Teams

- Proven experience in leading teams of diverse thinking and backgrounds and building strong and collaborative organizational culture.
- A goal-oriented management style that respects the capabilities and independence of staff, but also provides them with a clear sense of direction and accountability.
- Proven skills as a senior manager, with the ability to mentor, inspire, and support, and to produce results consistent with the mission and vision.
- Ability to identify and implement opportunities for staff growth and development.
- Ability to guide, manage, and unite divisions and staff cohesively to align programs with mission goals and outcomes.



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External Experience

- Ability to successfully cultivate relationships and build connections with a broad range of stakeholders and audiences, elevating unheard voices, and respecting diverse perspectives.
- Understanding of how to promote and protect the Zoo's reputation, its standing in the community, and attract new and diverse audiences to experience the Zoo.
- Experience working with external communities and thoughtfully engaging diverse populations, demonstrating cultural awareness and sensitivity.
- Proven ability to work with government entities and political stakeholders, and to act as an advocate for the institution among various groups.
- Working with the team, have the ability to position the Zoo as a leading education, conservation, and destination institution both locally and nationally.
- A broad understanding of the national and international issues facing the zoological profession, and the ability and stature to be respected by peers and participants in related professional associations.
- Demonstrated leadership with civic and community group engagement.
- Expertise in building partnerships with other organizations, nonprofits and cultural entities in the area, as well as complementary groups, to advance the Zoo's mission and to be a trusted and valued community partner.

Personal Characteristics

- Acute judgment, independent thinker, the capacity to make and stand by decisions, mindful of the need for fairness and consistency, and the potential impact of each decision on individuals and the broader community.
- A genuine commitment to diversity and inclusion, and an appreciation for different perspectives, experiences, and traditions.
- The highest level of personal and professional integrity and quality standards.

To Apply

The Los Angeles Zoo has retained **Canopy Strategic Partners**, formerly Zoo Advisors, to manage this search. To be considered for this unique opportunity, please forward a single PDF document that includes your detailed resume and a cover letter expressing why you are interested in this role and how your experience can benefit and advance the Zoo.

Kristin Elliott

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Canopy Strategic Partners

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IMPORTANT INFORMATION:

The Los Angeles Zoo is owned and governed by the City of Los Angeles, and as such is a department of the City. This is an exempt, at-will position. The individual appointed to this position will not accrue any civil service tenure, contractual employment rights, or due process rights. The incumbent may be removed, without any finding of cause, by the hiring authority, the CEO.

The City of Los Angeles is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.

For candidates seeking initial City employment, in accordance with Los Angeles City Ordinance 187134, information regarding COVID-19 vaccination requirements as conditions of employment may be found at: https://clkrep.lacity.org/onlinedocs/2021/21-0921_ord_187134_8-24-21.pdf.

THE CITY OF LOS ANGELES

Los Angeles is the second largest city in the United States and has a multi-ethnic population of approximately four million. It is truly a world-class city that offers a diversified economy and an unparalleled quality of life. Los Angeles continues to maintain its position as an economic power-house, the entertainment capital of the world, and a major trendsetter in virtually every field of human endeavor.

Los Angeles is a charter city and is governed by a Mayor and City Council. The City Council serves full time and has fifteen members elected by district for four-year terms. Boards of Commissioners, appointed by the Mayor and confirmed by the City Council, oversee several of the City's departments and bureaus. Mayor Eric Garcetti was elected in May 2013 and is currently completing his final, second term.

The City has 44 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. Within those, the City has three departments (the Departments of Water & Power, Harbor, and Airports) that are financed solely by revenue generated from their operations, which are governed by Commissions, as well as two distinctly separate pension systems (Los Angeles Fire & Police Pensions and the Los Angeles City Employees' Retirement System).