



DIRECTOR OF ANIMAL CARE SERVICES

ANIMAL CARE SERVICES DEPARTMENT
Corpus Christi, Texas

Annual Salary:
\$162,178.19 – \$190,797.87 DOE/DOQ



**CITY OF
CORPUS
CHRISTI**

Are you a transformational animal welfare leader who can rebuild trust, modernize operations, and lead meaningful change? If so, apply to be the **City of Corpus Christi's next Director of Animal Care Services.**

The City is seeking a strategic, hands-on executive who can lead a complex animal care operation while implementing a comprehensive, community-driven improvement roadmap. This is a high-impact leadership opportunity for an experienced professional who excels in organizational turnaround, operational accountability, and humane animal care best practices.

If you are ready to guide a department through reform, transparency, and performance improvement — read on.

Executive Recruitment Provided by





ABOUT THE COMMUNITY

Located along the Texas Gulf coast, Corpus Christi is a vibrant coastal city with a population of approximately 320,000 residents. Known for its beautiful beaches, warm climate, and rich cultural heritage, Corpus Christi is one of Texas' largest cities and offers a compelling mix of urban amenities and relaxed coastal living.

The community enjoys a diverse economy anchored by energy, port-related commerce, tourism, healthcare, and defense, with a growing emphasis on sustainability and innovation. Residents benefit from an affordable cost of living compared to other major Texas metros, excellent educational opportunities, and abundant outdoor recreation. Popular activities include boating, fishing, birding, paddleboarding, and exploring nearby nature preserves and coastal parks.

Corpus Christi's history is deeply tied to maritime commerce and coastal culture, and today the city blends historic neighborhoods with modern infrastructure, revitalized downtown districts, and ongoing public investment. The community takes pride in its strong sense of identity, access to natural beauty, and commitment to quality of life.

With a welcoming atmosphere, family-friendly neighborhoods, and year-round sunshine, Corpus Christi offers an exceptional place to live, work, and lead.



POPULATION
~320,000



MEDIAN HOUSEHOLD INCOME
~\$67,000



MEDIAN HOME VALUE
~\$200,000

AVERAGE MONTHLY RENT:
~\$1,300

History



Tourism



GOVERNANCE & ORGANIZATION

Corpus Christi operates under a Council-Manager form of government. The Mayor and eight-member City Council serve as the legislative body, while the City Manager acts as the organization's chief executive officer, overseeing daily operations, a \$1.6 billion operating and capital budget, and more than 4,100 employees.

The City provides a full range of municipal services including public safety, public works, utilities, parks and recreation, development services, and animal care services.



THE JOB

The Animal Care Services Department advocates for the humane treatment of animals while protecting public health and safety through animal control, shelter operations, veterinary services, and community education.

Reporting to executive leadership, the Director of Animal Care Services provides overall strategic, operational, and administrative leadership for the department. The Director will lead enforcement operations, shelter and adoption programs, veterinary services, and public outreach while ensuring compliance with local, state, and federal regulations.

A central responsibility of this role is implementing the Citygate Associates operational assessment, which identified 170 recommendations to improve animal welfare outcomes, organizational culture, transparency, and performance metrics. The Director will be charged with executing this multi-year improvement roadmap while rebuilding community trust and confidence.

DEPARTMENT STRUCTURE

Divisions include:

- Field Enforcement & Investigations
- Shelter Operations & Adoptions
- Veterinary Clinic
- Community Outreach & Education

EMPLOYEES
 **61** FULL-TIME **3** TEMPORARY

DEPT. BUDGET
 **~5** MILLION ANNUALLY

KEY PROJECTS FOR 2026

- Implementation of the Citygate Associates Assessment, addressing 170 recommendations focused on animal welfare standards, operational efficiency, accountability, and transparency
- Improving live release rates through enhanced adoption, rescue, foster, and veterinary protocols
- Organizational culture rebuilding, workforce stabilization, and leadership development
- Facility improvements and long-term planning for shelter infrastructure and capacity
- Strengthening community engagement, volunteer programs, and public trust initiatives



IDEAL CANDIDATE

The ideal candidate is a seasoned animal welfare executive with demonstrated experience leading complex organizations through change. They are strategic yet hands-on, capable of balancing compassionate animal care with firm enforcement and public safety responsibilities. This leader communicates effectively with City leadership, staff, media, and community stakeholders, fostering trust and transparency.

They bring strong operational discipline, data-driven decision-making skills, and a commitment to modern animal care best practices. The successful candidate will model integrity, accountability, and resilience while motivating teams through challenging reforms. Experience implementing third-party assessments, audits, or turnaround strategies is highly desirable, as is the ability to lead cultural transformation within a high-visibility department.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Business Administration, Animal Science, or a related field
- Ten (10) years of progressively responsible experience in a municipal, public sector, or nonprofit animal shelter environment
- Five (5) years of supervisory or executive management experience
- Valid driver's license (Texas Class C or ability to obtain within 90 days)

Preferred:

- Experience leading organizational reform or implementing operational assessments
- Senior-level experience in large or complex animal care organizations
- Advanced degree or specialized animal welfare certifications



SALARY & BENEFITS

Compensation: \$162,178.19 – \$190,797.87 DOE/DOQ

Incentives & Allowances:

- \$10,000 sign-on bonus
- Relocation reimbursement up to \$20,000
- \$400 monthly car allowance or City-issued vehicle
- City-issued cell phone

Health Benefits: Comprehensive medical, dental, and vision plans, including PPO and high-deductible options.

Paid Leave: Generous paid time off, holidays, and additional vacation accrual based on years of service.

Retirement: Texas Municipal Retirement System (TMRS) with 8% employee contribution and 2:1 employer match.

Additional Benefits: Access to employee wellness programs, on-site fitness center, health clinic, and professional development opportunities.

HOW TO APPLY

[Apply Here](#)



Interested candidates should submit a cover letter and résumé through the City's recruitment process.

For more information on this position, contact:

Jay Singleton, Senior Vice President Executive Recruitment

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