



# **ANIMAL SERVICES DEPUTY DIRECTOR**

*City of Brownsville, Texas*

EXECUTIVE  
RECRUITMENT  
PROVIDED BY





## THE COMMUNITY

Experience the excitement of living in the largest city in the Rio Grande Valley when you move to Brownsville, Texas, the southernmost city in Texas with a population of 187,831. Brownsville, which is located in Cameron County with a population of 422,135, is rich in history and one of the fastest-growing areas in the United States. Brownsville has a semi-tropical climate recognized as one of the most delightful in the nation. The City has an average temperature of 74 degrees and an average rainfall of 25.55 inches. Average relative humidity is 75.25%. The comfortable year-round climate provides for an abundance of recreational fun and activities. Brownsville is On the Border, By the Sea, and Beyond!

In the past 15 years, Brownsville has nearly quadrupled its wealth with an assessed valuation of more than \$7.5 billion. Downtown Brownsville is a certified Main Street District with \$57.6 million in recent revitalization investments, and it was recently distinguished as a National Registered District. The Port of Brownsville is an economic engine to South Texas and is working on new initiatives that are slated to bring 10,000 more jobs in both traditional and modern sectors.

The City is strategically placed at the epicenter of international trade hubs. A robust multi-modal transportation system, including rail, sea, air, land, and soon space sports, connects to interstate access and three international bridges. Brownsville actively promotes an



# THE COMMUNITY *continued*

economic frontier that is on the leading edge of technology, with Space X building its prototype for space exploration in this City.

In December 2020, the Brownsville/South Padre Island International Airport completed the construction of a modern 91,000 square-foot passenger terminal to better serve the functional and efficient needs of business and leisure travel. Additionally, the City has 13 bus routes, making B-Metro the largest mass transit system in the Rio Grande Valley. Three international ports of entry — including Brownsville and Matamoros International Bridge, Gateway International, and Veterans International Bridges — all connect with the sister city of Matamoros, Mexico. The Port of Brownsville is the only deep-water port on the U.S.-Mexico border, which reports an estimated \$3.6 billion in exported commodities as well as \$3.2 billion in imported commodities. Within the Port, Brownsville International Railway (BRG) transports goods such as steel, petroleum, agricultural, and generational products with an intermediate switch to Mexico.

Brownsville offers a distinct natural beauty and fantastic entertainment, with its tree-lined resacas, oxbow lakes nestled throughout neighborhoods, and outdoor recreation opportunities like kayaking and stand-up paddleboarding. The Gladys Porter Zoo spans 28 acres with lush tropical plants and approximately 1,600 animals. Art, history, children's museums, two innovative libraries, and an observatory are also available here. Residents enjoy celebrating at the annual Charro Days and Sombrero Fest events, as well as participating in the City's rich cultural traditions. For even more adventure, Brownsville is only a short distance from both South Padre Island and Mexico!

The City has a wide selection of restaurants, from family-owned to national franchises. It is a two-time All American City award recipient and a Robert Wood Johnson Foundation Culture of Health Winner. Brownsville's Active Plan includes a blueprint for a 428-mile hike and bike trail network that will link the rich natural, cultural, and historical resources to create a regional identity for outdoor tourism, promote healthier lifestyles, and generate a new sense of community pride.

Major employers in the City include Brownsville Independent School District, Cameron County, University of Texas Rio Grande Valley, Keppel AmFELS, Walmart, Abundant Life Home Health, City of Brownsville, Caring For You Home Health, H-E-B Grocery, and Maximus.

Brownsville offers an outstanding quality of life, an affordable cost of living, safe neighborhoods, and excellent educational opportunities. It is named one of the 16 safest metro areas in which to live, according to a 2019 report by the U.S. News & World Report. Several higher education institutions are located here, including Texas Southmost College and The University of Texas – Rio Grande Valley. Brownsville has a median household income of \$38,588 and an average home value of \$105,505.





# GOVERNANCE & ORGANIZATION

The City of Brownsville operates under a council-manager form of government. In addition to the Mayor, there are six City Commissioners with four elected by district and two elected at-large. The Mayor and City Commissioners are elected for a term of four years. Most of Brownsville is represented by two county commissioners of the five-member Commissioners' Court (one member, the County Judge, represents all of Cameron County).

The City of Brownsville falls under two Texas House of Representatives districts. Each representative has a two-year term and is elected in the same manner as other partisan elected officials.

The Mayor and Commission appoint a professional City Manager who is responsible for the day-to-day operation of all City departments. Brownsville is a full-service city with 15 operational areas including:

- Brownsville South Padre Island International Airport
- Public Library
- Communications and Marketing
- Multi-Modal Transportation
- Municipal Court
- Engineering and Public Works
- Enterprise Applications
- Financial Services
- Fire
- Police
- Parks and Recreation
- Organizational Development and Human Resources
- Internal Services
- Planning and Redevelopment Services
- Public Health and Wellness.

The City has 1,259 employees with an FY 2022 budget of \$149,681,591 and a property tax rate of 0.697113 per \$100 of assessed value.

# ABOUT THE DEPARTMENT

The Brownsville Animal Regulation and Care Center (BARCC) is part of the City's Public Health Department, whose mission is to promote, educate, protect, and serve the citizens of Brownsville by utilizing innovative solutions for human, animal, and environmental health. The Public Health Department has seven divisions, BARCC, Health Inspections, Maternal and Child Health, Ordinance Enforcement, Epidemiology and Surveillance, Vector Control, and Wellness Division.

The BARCC is committed to improving the quality of life for all members of its extended community. Provided services include:

- Cat and dog adoption
- Microchipping
- City licensing
- Rabies clinic
- Vaccinations/deworming
- Heartworm testing
- Spay/neuter operation
- Flea/tick prevention
- Feline Leukemia/AIDS test



# WORKPLACE CULTURE

An important component of the City's culture and environment is Brownsville's Organizational Framework. The Brownsville culture is built around Participatory Leadership, which states, "Leaders are developed at every level of the organization. Individuals are transformed into self-leaders as they internalize theirs and the organization's Aspirational Aim, Purpose Statement, Behavioral Values, attitudes, and goals."

The Brownsville team believes in making a positive difference in the community through:

- Fostering trust by building relationships with tolerance, patience, and support.
- Practicing innovation throughout the organization by creating solutions that embrace optimism and forgive failures.
- Affirming a safe environment by encouraging bold communication and participation.

# ABOUT THE POSITION

Reporting to the Director of Public Health, the Animal Services Deputy Director plans, organizes and directs Animal Regulation and Care Center (ARCC) operations within the guidelines set forth via statute, local ordinance and City policy. Please note that Animal Control (enforcement and capture) falls under a separate area of the City, the Brownsville Police Department

The Animal Services Deputy Director supervises 10 staff members including one Supervisor, one Fiscal Clerk, one Animal Care Technician II, six Animal Care Technician I's, one Adoption Specialist, and three part-time Animal Care Technicians.

Primary responsibilities include:

- Exercises direct management and supervision of program supervisors, animal care technicians, adoption specialist(s), and Veterinary staff.
- Establishes long-range funding plans and programs, identifying potential funding sources and allocating resources for capital improvements, major equipment, and new technology that supports shelter goals and objectives.
- Develops long-range strategies focused on improving services and outcomes for the ARCC to achieve and sustain a 90% live release rate for all companion animals.
- Establishes strategic partnerships within the community, working closely with professional, civic, and private organizations to advance ARCC's mission.
- Administers the fiscal and business management programs for ARCC, including development and implementation of the shelter business plan and budget.
- Oversees the hiring, training, supervising, and evaluating of all staff supporting ARCC operations.
- Implements operational protocols to support ARCC goals and objectives; monitors all programs for effectiveness and makes recommendations regarding efficiencies.
- Develops metrics to measure performance; prepares and analyzes related reports and data.
- Works in partnership with other City departments when animal service matters arise, including Police, Code Enforcement, and Legal.
- Serves as staff liaison to the Animal Advisory Committee.



# OPPORTUNITIES AND CHALLENGES

This position represents a very unique opportunity to have a significant impact as an animal services professional. Priorities for the new Assistant Director include:

- **Fundraising and Development** – Assess potential fundraising and development opportunities to increase financial support, make recommendations to senior leadership, and begin developing short- and long-term revenue goals.
- **Increase Live Release Rate** – Work with staff to substantially increase the live release rate, working toward saving 90% of the animals that enter BARCC's care, and ultimately achieving the Commission's goal of becoming a no-kill shelter.
- **Operational Efficiency & Continuous Improvement** – Optimize the use of process improvements, technology, and best business practices to advance BARCC operations to the next level.

## IDEAL CANDIDATE

The City of Brownsville seeks a mission-driven animal services professional who is both strategically and operationally focused. The successful candidate will be solutions-oriented with outstanding interpersonal skills. They will be passionate about working with an extremely talented team to shape the future of animal welfare.

Additional qualities of the ideal candidate include:

- Has a genuine and deep love of animals.
- Possesses a positive, outgoing attitude.
- Thrives in a hands-on leadership role.
- Demonstrates thoughtful leadership and exemplifies a collaborative, decisive, and engaging communication style.
- Is a customer-focused leader, who can balance multiple priorities in a fast-paced and complex environment.

## EDUCATION AND EXPERIENCE

The minimum educational requirement for this position is a bachelor's degree in a relevant field from an accredited college or university. At least five years of supervisory or management experience in an animal care facility is required (i.e., a governmental agency, community group, or animal welfare organization). A combination of education and experience that provides the required knowledge and skills will be considered. Animal Care Training Certificate, Animal Control Certification, and Animal Euthanasia Technician Certification are required within six months of hire.

# COMPENSATION AND BENEFITS

The salary range for this position is \$61,358 - \$84,368 dependent upon qualifications and experience. The City of Brownsville offers a comprehensive benefits package including medical, dental, and vision coverage; generous paid leave; and enrollment in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal matching ratio of 2:1. Complete benefit details will be provided later in the application process.



## APPLICATION PROCESS

[Please apply online](#)

Qualified candidates are invited to include a letter of introduction accompanied with their resume.

For more information on this position contact:

**Lynn Barboza, Senior Vice President**

[LynnBarboza@GovernmentResource.com](mailto:LynnBarboza@GovernmentResource.com)

562-575-6142



The City of Brownsville is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check. The City of Brownsville does not discriminate on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors.

## RESOURCES

**City of Brownsville**

[cob.us](http://cob.us)

**Brownsville Public Health Department**

[cob.us/577/Public-Health-Wellness](http://cob.us/577/Public-Health-Wellness)

**Brownsville Animal Regulation and Care Center**

[cob.us/719/Brownsville-Animal-Regulation-Care-Cente](http://cob.us/719/Brownsville-Animal-Regulation-Care-Cente)

**City of Brownsville Economic Development**

[brownsvilleedc.org](http://brownsvilleedc.org)

**Brownsville Chamber of Commerce**

[brownvillechamber.com](http://brownvillechamber.com)

**AARC Social Media**



**Brownsville Social Media**

