

# JULIE JOHNSON

EXECUTIVE DIRECTOR & ANIMAL WELFARE PROFESSIONAL

Bakersfield, CA  
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Compassionate, caring, and qualified operations leader with demonstrated ability to successfully lead, develop, and direct animal care initiatives in nonprofit and public sector environments. Seamless combination of credentials with an impressive background of 20 years' animal care experience centered on quality, service, and workflow process improvement. Possesses proven ability to lead through challenging conditions and deliver results, while demonstrating the ability to organize teams who remain motivated, accountable, and focused on providing optimal attention to community programs and services. SM in animal cruelty cases

OPERATIONS & BUDGET OVERSIGHT | STRATEGIC MARKET BRANDING | PRODUCTIVITY IMPROVEMENT & COST CONTROL  
VOLUNTEER MANAGEMENT & EMPLOYEE RELATIONS | STATE, LOCAL, & FEDERAL LAW COMPLIANCE | HERD HEALTH & SANITATION

## LEADERSHIP EXPERIENCE

### EXECUTIVE DIRECTOR

2013-Present

CITY OF BAKERSFIELD, ANIMAL CARE CENTER | *Bakersfield, CA*

Supervise the well-being, humane treatment, and compassionate care of animals entrusted into the care of the City of Bakersfield animal care center and direct daily shelter operations of employees and volunteers. Solicit and secure opportunities and leads to build strong relationships with other animal welfare advocates and organizations. Supervise and direct schedules for 25 employees to ensure appropriate coverage at the shelter.

Ensure all regulatory policies are met and followed; oversee annual budgets of \$750,000 and administer employee evaluations, disciplinary actions, and employee professional development. Set professional work standards and operational guidelines to ensure that policies reflect the best care for animals. Maintain positive relationships between the community and the City of Bakersfield Animal Care Center through active public relations, personal contacts and development activities. Serve as chief spokesperson and cultivate positive local media support by being available, and performing numerous interviews.

- **Conceptualized and initiated** a municipal shelter with a special partnership between the SPCA, The Bakersfield Homeless Center and The City of Bakersfield.
- **Developed** all protocols, procedures, and trainings for staff and establish personnel policies and operation guides for employees and the shelter.
- **Raised live release rates** from 8% to 50% within 1 year.
- **Initiated weekly, low-cost vaccine clinics** for city residents, resulting in an increase of vaccinations and licensing compliance within the first 6 months.

### EXECUTIVE DIRECTOR

2011-Present

BAKERSFIELD SPCA | *Bakersfield, CA*

Lead operations to ensure the successful management, safety, and consideration of animals under the care of the Bakersfield SPCA and conduct day to day business. Direct donor cultivation, acquisitions, and fundraising efforts, which led to an increase in new donors by 25%. Supervise 14 employees; handle employee relations, trainings, performance concerns, and direction.

Developed precise record-keeping systems and cash management practices and manage donor database, guaranteeing all regulatory compliance. Strategically market and promote shelter as chief spokesperson and advocate, generating an increase in consumer awareness and positive media coverage. Foster and liaise relations with the community and through active public relations, personal contacts and fundraising activities. Establish personnel policies, standards, and operation guides for employees and the shelter.

- **Turned the annual budget around** by 67% in nine months by rolling back expenses without cutting staff.
- **Controlled annual operational** budget of \$650,000 and advocated for new opportunities to Board of Directors.
- **Increased** newsletter donations by 60%.
- **Conceptualized and initiated** the first Animal Welfare Summit for all animal welfare groups in Kern County.

### EMERGENCY SERVICES CONSULTANT

2008-2011

HUMANE SOCIETY OF THE UNITED STATES (HSUS) | *Gaithersburg, MD*

Responded to more than 15 natural and human disasters (hurricanes, wildfires, hoarding, puppy mills, cock-fighting, and cruelty cases). Collaborated with all government agencies to ensure compliance and secure additional memoranda of understanding. Performed safe animal handling and assessments, search and rescue tasks, and shelter manager duties, supervising up to 50 volunteers each deployment. Attended and participated in state-wide disaster meetings to foster relationships with HSUS.

- **Trained 15-100 volunteers** for EAS and DART trainings as needed.

## EXECUTIVE DIRECTOR

2007-2008

HEALDSBURG ANIMAL SHELTER | *Healdsburg, CA*

Maintained appropriate record-keeping systems and cash management practices and administered donor database. Ensured all regulatory policies were met and followed and provided strong oversight into investigations (up through prosecution) of cruelty cases. Fostered opportunities to develop strong relationships with other animal welfare advocates and organizations. Supervised nine employees and launched personnel policies and operation guides for shelter employees. Originated and reinforced professional work standards, and operational guidelines to ensure that policies reflect the best care for animals. Assisted the Animal Control Officer on rescue or control calls as needed. Maintained positive relationships between the community and the Healdsburg Animal Shelter through active public relations, personal contacts, and fundraising activities.

- **Redesigned shelter layout** within two months, increasing adoptions by 20% and bettered the care of the animals.
- **Re-developed newsletter** for stronger positioning, directed donor cultivation, and acquisition and fundraising efforts, thereby increasing newsletter donations by 50%.
- **Cultivated volunteers and groups** to help involve and inform the public on shelter issues and to encourage positive activities.

## SENIOR BUSINESS DIRECTOR

2000-2007

YMCA OF ORANGE COUNTY | *Tustin, CA*

Coordinated Board Members, volunteers, and staff to lead and presided over special events, (i.e. annual golf tournaments, pancake breakfasts) which were highly successful. Directed and processed annual campaign; designed and implemented Vet Camp, a week-long day camp for youth advocating animal care and compassion. Provided support and direction to program staff on budgets, revenue, expenses, and variance controls. Certified to train staff in *Simply Outrageous Service* to achieve excellence in serving members. Effectively developed, monitored, and maintained \$8MM annual budget.

- **Supervised 14 staff members** and developed leadership skills for professional success.
- **Identified** potential board members and served on Board of Managers as Finance Committee liaison.
- **Reversed** a \$160K accounts receivable deficit within six months.

## PROFESSIONAL CERTIFICATIONS & TRAINING

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| • <i>Animal First Aid for Disaster Responders, HSUS (2010)</i>         | • <i>United Animal Nations Emergency Animal Sheltering (2006)</i>    |
| • <i>Certified Trainer, YMCA of Orange County (2005-2007)</i>          | • <i>Goldenwest College NIMS, ICS 100, 200, 700 &amp; 800 (2006)</i> |
| • <i>CPR &amp; AED Training, YMCA of Orange County (2007)</i>          | • <i>FEMA Animals In Disasters Modules A &amp; B (2006)</i>          |
| • <i>Trainer of Simply Outrageous Service, YMCA of the USA (2006)</i>  | • <i>Dale Carnegie Professional Public Speaking (2005)</i>           |
| • <i>E-Cornell University Leading Teams to Higher Potential (2006)</i> | • <i>Associate of Arts Degree in Hospitality Management</i>          |

## PROFESSIONAL DEVELOPMENT & MEMBERSHIPS

### MEMBER

*National Association of Professional Women (2012, Society of Animal Welfare Administrators 2014), State Humane of California 2014*

### HUMANE SOCIETY OF UNITED STATES

*Residential Cruelty Case, Shelter Manager St. Johns, AZ (2011); Residential Cat Hoarding Case, Shelter Manager, Cody, WY (2010); Kimi Peck Case Field Responder & Shelter Manager, Kern County, CA (2010); Cause 4 Cats Field Responder & Shelter Manager, Kern County, CA (2010); Trainer for EAS Training, Canada (2010); Trainer for DART Training, Dallas, TX (2010); Trainer for DART Training, Santa Maria, CA (2010); Farm Animal Seizure Shelter Manager, North Carolina (2010); Puppy Mill Case Shelter Manager, Texas (2009); Hoarding Case Shelter Manager, Hawaii (2009); Cockfighting Ring Raid Disaster Responder, Santa Maria, CA (2009); Disaster Assessment Station Fire (2009), Disaster Assessment Tea Fire (2009), Disaster Assessment Orange County Lightning Complex Fires (2008), Disaster Assessment Jesusita Fire (2008); Incident Commander / Field Responder Butte County Lightning Complex Fires (2008); Hurricane Katrina Disaster Responder (2005)*

### ANIMAL PLANET

*Residential Cat Hoarding Case, Field Responder & Shelter Manager, Hanford, CA (2010)*

### LIONS, TIGERS & BEARS

*Education Coordinator (2009)*

### YMCA OF ORANGE COUNTY

*Vet Camp Coordinator (2006-2007)*