**\_\_\_\_\_\_\_\_\_\_\_\_ Humane Society ED Candidate Overview, Date, 20\_\_**

| **Candidate** | John Joseph | Betty Beaty | Leona Leon |
| --- | --- | --- | --- |
| **CAN DO** |  |  |  |
| Leadership Exp. | 7 years | 6 years | 19 years |
| Animal Sheltering Exp. | 20+ years | 7 years | 13 years |
| People Management Exp. | 18+ | 28+ | 37+ |
| Budget/Finance Exp. | $1M | $2.2M + bank/finance exp. | $3.2M |
| Fundraising Exp. | Yes | Yes | Yes |
| Outreach/Comm. Rel.Exp. | Yes | Yes | Yes |
| Media Exp. | Yes | Yes | Yes |
| Board of Directors Exp. | Yes | Yes | Yes |
| Education/Degree | BA | BS, MBA | BS, MS |
| **WILL DO** |  |  |  |
| Commitment to Mission | Yes | Yes | Yes |
| Commitment to Values | Yes | Yes | Yes |
| Did Research on Dakin HS | Yes | Yes | Yes |
| Drive | high | high | high |
| 3 Year Commitment? | Yes | Yes | Yes |
| Relocation or Local? | City, State will relocate | Local | City, State will relocate |
| **FIT** |  |  |  |
| Interpersonal Comm. Skills | Strong | Strong | Strong |
| Written Comm. Skills | Good | Good | Good |
| Compatibility w Culture | Very Strong | Very Strong | Strong |
| **General Comments** | STRENGTHS:   * High level of commitment to the mission * Extensive experience in the field * Strong communication skills * Reference stated: “. . . . ” * Likely fit with organization culture   CONCERNS:   * Larger org, but candidate is impressive and certainly seems ready. | STRENGTHS:   * High level of commitment to the mission * Substantial experience in the field * Professional and financial experience (banking) * Strong communication skills * References strong. One reference said: “. . . . ”   CONCERNS:   * Shorter stays at organizations in past, but due to partner’s career -- no longer issue * News story: . . . . | STRENGTHS:   * High level of commitment to the mission * Substantial experience in the field * Seasoned, experienced manager/leader * Strong communication skills * Reference stated: “. . . . “   CONCERNS:   * Interim Director at \_\_\_\_\_\_\_\_, not planning to stay; very positive reference from board member * News story: . . . |