

Beau Archer
8116 Lockney Avenue,
Takoma Park, MD 20912

Skills Summary:

Fiscal Management and Oversight
Advocacy and Coalition Building
Contract Negotiation

Public Speaking and Outreach
Strategic Planning

Animal Welfare Expertise:

Animal Shelter Operations
Statistical Analysis and Reporting
Standard Operating Procedures Development

Shelter Renovation
Disaster Response for Animals in Crisis

Professional Experience:

The Washington Humane Society • Washington, DC (September 2010–Present)

Director of Strategic Operations (October 2014–Present)

- Serve as a member of the Senior Leadership Team, responsible for conceptualizing, developing, and implementing improvements to operations by creating programs and practices that address current and future challenges.

The Washington Humane Society • Washington, DC

Shelter Director, DC Animal Care and Control (September 2010–October 2014)

- Served as a member of the Senior Leadership Team and was responsible for oversight of WHS's contract with the District of Columbia to manage the day-to-day operations of DC Animal Care and Control.
- Considerable interaction with local government officials and the public to ensure animal services are provided on a continuous round-the-clock basis.
- Fiscal management of \$4 million annual budget.
- Led annual strategic planning meetings and collaborated with other Directors on identifying action steps toward the goals and objectives as set forth in the mission. Delegated and carried out action steps as indicated in the annual strategic plan.
- Provided leadership, mentoring and supervision to management team; oversight of 35 employees.
- Developed, implemented and conducted assessments of programs and processes in order to improve operations and maximize life-saving opportunities.
- Screen and handle citizen inquiries and complaints; handle emergency issues with animals, clients, employees and building and grounds.
- Oversaw hiring, training, management and termination of staff in accordance with organization personnel policies and contract requirements.
- Provided oversight of front desk operations including handling of monies, dog license issuance, required legal and record keeping requirements and administrative manuals.
- Annual Live Release Rate increased considerably during my tenure:
 - 2010: 43.8%
 - 2011: 46.7%
 - 2012: 65.6%
 - 2013: 78.6%
 - 2014: 85.8%

The Humane Society of the United States • Gaithersburg, MD (July 2007–September 2010)

Outreach Coordinator, Puppy Mills Campaign (July 2008–September 2010)

- Launched national advocacy campaign, the Puppy Friendly Pet Stores program, to build momentum against the commercial puppy mill trade. Secured commitments from 850 pet stores who agreed not to sell puppies.
- Deployed on puppy mill cruelty cases with the HSUS emergency services department, assisting with the rescue of nearly 1,000 dogs from cruelty and neglect. Coordinated transfer of animals to placement partners and handled aggressive and under-socialized animals.

- Assisted in development and implementation of HSUS's placement partner program. Created a database that tracked placement partners. Assisted with recruitment of shelters and rescue groups to the program.
- Authored two extensive publications to assist local advocates in their efforts to combat puppy mills.
- Built and maintained a network of advocates and humane breeders across the country to fulfill the mission of confronting puppy mill cruelty.

Shelter Services Coordinator, Animal Services Consultation Program (July 2007–July 2008)

- Conducted evaluations of municipal and nonprofit animal shelters across the country. Developed comprehensive reports on best practices and immediate and long term recommendations.
- Led site visits and edited reports for the following clients: San Luis Obispo County Animal Services (San Luis Obispo, CA); Macon County Humane Society (Franklin, NC); and Carthage Humane Society (Carthage, MO).
- Served as assistant site leader and edited report for two municipal shelters in Jefferson Parish, Louisiana that serve 20,000 animals annually.

Animal Haven • New York, NY (September 2003–July 2007)

Director of Operations (August 2004–July 2007)

- Oversaw operations of a rapidly growing limited intake animal shelter serving 1,000 animals annually; led a team of ten employees.
- Fiscal management of \$1.5 million annual budget.
- Improved procedures for tracking adoption and euthanasia statistics in order to reflect accurate disposition of animals. Presented animal statistics to Board of Directors and high-level national donors, including Maddie's Fund, which led to a grant that assisted funding new adoption center in SoHo.
- Worked with the New York City Mayor's Alliance for Animals toward reducing euthanasia of healthy and treatable animals in New York City.
- Counseled managers and directors at other locations, including two adoption centers and sanctuary.
- Redefined workplace culture and repaired relationships between staff and volunteers.
- Developed employee and volunteer job descriptions, HR handbook and training programs.
- Managed spay and neuter program, which assured 100% compliance of adopted animals.
- Strengthened medical oversight of shelter animals, working closely with veterinarians and onsite veterinary technician.
- Managed weekend mobile adoption events at various locations in the New York City area.
- Trained staff on cleaning and disinfecting guidelines to maintain animal health and overall shelter conditions.
- Managed intake of over 100 animals displaced after Hurricane Katrina including: emergency medical care, reuniting families with lost pets, and placing unmatched animals in foster or adoptive homes.
- Oversaw major renovation and reconstruction of cat adoption floor and sanctuary, where safety and best housing and cleaning practices were challenged several months.

Shelter Manager (August 2003–August 2004)

- Oversaw and managed shelter while accomplishing the highest number of animal intakes and adoptions to date.
- Implemented behavior program and behavior-based assessment protocols with volunteer certified pet dog trainers; conducted canine behavior evaluations.
- Promoted to Director of Operations in August of 2004.

Education:

Vassar College • Poughkeepsie, NY

Bachelor of Arts, Environmental Studies, 2003

Senior Thesis on the Animal Welfare and Environmental Impacts of hog factory farming.

Hunter College of the City University of New York • New York, NY

College coursework toward a Bachelor of Arts, 1998-2001.

Certifications and Trainings:

- Certified Euthanasia Technician (American Humane Association and District of Columbia) 2008 and 2012
- Disaster Animal Response Team Course (Humane Society University) 2008
- Animals in Disaster, Awareness and Preparedness IS-00010 (FEMA) 2008
- Animals in Disaster, Community Planning IS-00011 (FEMA) 2008
- Livestock in Disaster IS-00111 (FEMA) 2008
- Attended Animal Care Expo: 2008, 2009, 2010, 2012, 2013
- Attended Society of Animal Welfare Administrators conference: 2011, 2014

Emergency Responses (HSUS):

- Field Div. Supervisor, Animal Handler, 130 dog puppy mill case, Carriere, MS, July 2010
- Managed Animal Transfers to Placement Partners, 540 dog puppy mill case, Kaufman, TX, August 2009
- Animal Handler and Managed Animal Transfers to Placement Partners, 216 dog puppy mill case, Emmaus, PA, June 2009
- Animal Handler, cock fighting case/transported 95 hens to sanctuaries in Maryland, Olive Branch, MS, January 2009
- Animal Handler, 100 dog puppy mill case, Montreal, Canada, December 2008