**\_\_\_\_\_\_\_\_\_\_\_\_ 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: . . .
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