



LIEUTENANT, ANIMAL CRUELTY INVESTIGATIONS

Job Announcement

Society for the Prevention of Cruelty to Animals Los Angeles (spcaLA) is hiring a seasoned law enforcement professional to expand and lead our Animal Cruelty Investigations.

Use your experience and vision as a law enforcement leader to shape the future of animal cruelty investigations, helping spcaLA re-establish and revitalize our approach to humane law enforcement. You will do this by leading a team of professionals committed to investigating animal cruelty cases and prosecuting individuals or organizations who neglect or abuse animals within the state of California.

About spcaLA

Founded in 1877, spcaLA is the oldest and most experienced humane organization in Southern California. Because of the dedication of our staff, spcaLA helps thousands of animals and people each year. Joining the spcaLA team means you will find yourself among leaders and innovators in the fields of law enforcement, shelter medicine, violence prevention humane education, animal behavior and training, and shelter management. A nonprofit, independently chartered organization, spcaLA is committed to our mission of preventing violence toward animals through Law Enforcement, Education, Advocacy and Intervention.

About the Position

Reporting directly to the spcaLA President, the Lieutenant manages all aspects of humane law enforcement and disaster response at spcaLA.

Leadership

- Directly supervise Humane Officers, Investigative Aides, Dispatchers, and other department staff.
- Oversee departmental management of caseload, including, but not limited to investigation of cruelty cases, witness interviews, suspect interrogations, preparation and execution of search and seizure warrants, managing evidence and chain of custody protocols, educational outreach programs and report writing.
- Oversee and serve as Incident Commander for spcaLA participation in cruelty investigations, emergency, and disaster response.
- Working with the President and Senior Leadership, evaluate departmental systems, create and implement plans for improvement and growth in keeping with the Society's vision and mission.

Collaboration

- Develop, strengthen, and revitalize working relationships with law enforcement agencies, District Attorney's offices, local government officials, local veterinary hospitals, and other animal welfare organizations.
- Work closely with Shelter Management, Veterinary Services, and Volunteer Departments to ensure the proper care and handling of animals held for cruelty cases.
- Work with the President, Communications & Marketing, and Fund Development Departments to publicize and fundraise for cruelty investigations and other departmental activity as appropriate.
- Provide departmental representation at Violence Prevention Humane Education initiatives and other events.

Other

- Perform the duties of a Humane Officer as needed.
- Exemplify spcaLA's core values of compassion and respect for others as a member of spcaLA's Management Team.

Required Qualifications

- Proven progressive experience in the management and operation of field services involving law enforcement. Minimum 10 years' experience.
- A Bachelor's Degree in Administration of Justice, Animal Science, or related field.
- Successful completion of a full Basic Police Academy (P.O.S.T. Certified).
- Ability to pass medical and psychological evaluation and complete a satisfactory P.O.S.T. background
- Eligible to be sworn as a Level One Humane Officer and maintain eligibility.
- Ability to perform all Humane Officer duties.
- Ability to safely operate a firearm and meet qualification standards in accordance with department policies and state law.
- Ability to analyze situations and adopt effective courses of action.
- Excellent, clear, and concise communication skills, both oral and written.
- Valid "C" California Drivers License, maintained during employment. Insurable to drive agency vehicles, maintained during employment.
- Knowledge of Law Enforcement theory, principles, and practices, as well as their application to a wide range of services and programs.
- Knowledge of relevant case law and Federal, State, and local statuses and ordinances and their impact on humane law enforcement activities.
- Applicants will be required to pass the FrontLine National Promote Lieutenant Supervisory Exam.
- ***Preferred but not required:*** professional experience handling animals; experience as a humane or animal control officer.

We offer an excellent benefits package:

- Paid vacation, sick leave and holidays.
- Health, Dental, and Vision plans.
- Life and Long-Term Disability insurance with premiums paid by employer.
- 401(k) Plan with matching contribution.
- Employee Assistance Program.
- Supplemental insurance products.
- Public Service Loan Forgiveness (PSLF) eligible employer.
- Employer-paid CLEs to maintain Humane Officer standing.

Compensation Range: \$100,000-\$125,000 annually