

SUMMARY

LCA is an international, non-profit organization dedicated to eliminating animal exploitation through education, investigations, legislation, and media attention. LCA believes that animals are highly sentient creatures who exist for their own reasons independent of their service to humans; they should not be made to suffer for the latter. LCA opposes the use of animals in food and clothing production, scientific experimentation, and entertainment and promotes a cruelty-free lifestyle and the ascription of rights to non-human beings.

LCA is now hiring a director of program operations to oversee the coordination of LCA's many national and international campaign investigations. This is a new, director-level role that will report to the executive director, who also serves as LCA's chief financial officer. Over time, the director of program operations will have the opportunity to assume additional areas of oversight and responsibility and eventually become part of the executive management team. The ideal candidate would be eager to support LCA's mission through a combination of hands-on work and departmental leadership involving several domains: advocacy and public relations, lobbying, marketing and communications, and campaign administration. LCA would prefer that this position start this spring or summer but is willing to be flexible should a candidate need additional time to transition into the role.



MISSION

Last Chance for Animals (LCA) is an international, non-profit organization dedicated to eliminating animal exploitation through education, investigations, legislation, and media attention. LCA believes that animals are highly sentient creatures who exist for their own reasons independent of their service to humans; they should not be made to suffer for the latter. LCA opposes the use of animals in food and clothing production, scientific experimentation, and entertainment and promotes a cruelty-free lifestyle and the ascription of rights to non-human beings.



VISION AND VALUES

Last Chance for Animals (LCA) is one of the pioneering non-profit organizations dedicated to the exposure and elimination of animal exploitation worldwide. Through undercover investigations, education, legislation, and media impact, LCA has been leading the fight against animal cruelty for nearly four decades.



OUR PURPOSE

To change the culture and human behavior that enable animal suffering.



OUR VISION

We envision a world where no animal is harmed for human profit or gain.



OUR VALUES

WE VALUE ALL LIFE

We recognize animals as sentient beings, not commodities.

WE DON'T COMPROMISE

We want empty cages, not better cages.

WE ARE DRIVEN BY FACTS

Our findings are always carefully investigated and our actions fully informed.

WE ACT PEACEFULLY

We are firm-handed but never violent.





OUR STORY

Founded in 1984 by Hollywood actor Chris DeRose, Last Chance For Animals (LCA) has its roots in fighting and exposing the inherent cruelty of vivisection. In the organization's early years, DeRose led teams of dedicated activists employing non-violent strategies modeled after social movements led by such leaders as Mahatma Gandhi and Martin Luther King, Jr.

Using "Direct Action," LCA activists engaged in peaceful protest with determined resolve... to make sure their voices would be heard. When direct action was still a new concept in the American animal rights movement, every well-planned demonstration achieved tremendous media coverage. By the late 1980s, LCA was earning a national reputation for its no-nonsense approach to exposing animal cruelty. Though dozens of activists faced arrest and some even faced extended jail time for charges such as trespassing, LCA is proud that its direct

action protests have never caused injury to a person who was not voluntarily involved (i.e., some activists themselves were injured due to being forcefully ejected from the protest).

With its national reputation growing, LCA received support from around the country, and around the world — from caring people who decided that it was time to fight peacefully yet fight hard... staging direct action, and gathering evidence to send animal abusers to jail.

With an increased budget and staff, LCA expanded its focus beyond vivisection. In the 1980s, 1990s, 2000s, and 2010s, LCA has worked on virtually every animal rights issue, including farming, fur, and animals in entertainment. LCA's primary focuses are vivisection, pet theft, fur, and circuses.



HISTORY



1984

Chris DeRose founds Last Chance for Animals.

1988

LCA's footage inside UCLA's Brain Research Institute airs on 48 Hours and CNN.

1991

LCA become the first animal rights group to procure state and federal prison sentences for Class B dealers.

1997

DeRose receives Peace Abbey's International Courage of Conscience Award for his work helping animals.

2000

LCA helps pass groundbreaking spay/neuter law in LA.

2002-2004

LCA's undercover investigator infiltrates C.C. Baird's Martin Creek Kennels. C.C. Baird officially charged with hundreds of violations of the Animal Welfare Act.

2006

"Dealing Dogs" HBO documentary is aired and receives an Emmy.



2011-2013

LCA helps to ban the sale of fur in West Hollywood, CA. West Hollywood, CA fur ban goes into effect.

2016

LCA becomes main supporter of Virunga National Park's AirWing Program in the Democratic Republic of the Congo

2017

LCA forms sister organization, Animal Liberation Wave, in South Korea to end the dog meat trade.

2023

LCA opens up LCA Europe based in Rome, Italy.

2024

LCA/ALW's non-stop investigations and campaigns in South Korea to end dog meat resulted in the National Assembly passing a bill putting an end to the dog meat trade.





MEET THE FOUNDER

For almost four decades, Chris DeRose has been a leader in the animal rights movement, and an inspiration and consultant to countless individuals and groups dedicated to the animal cause. In 1984, he founded Last Chance for Animals (LCA), an international, nonprofit animal advocacy organization focused on investigating, exposing, and ending animal exploitation.

Following his career as a successful actor, Chris chose to devote 100% of his time to saving animals and educating people about animal abuse. For ten years, using the power of the media, he worked as a reporter and special correspondent on *Inside Edition*, *When Animals Attack*, *48 Hours*, *A Current Affair* and *Hard Copy*. In total, Chris contributed to more than 100 animal stories on these national shows that reached hundreds of millions of people.

Since his youth in New Jersey, Chris has committed his life to ending oppression — wherever he finds it. Through his experience studying criminology, a private investigator, and a special police officer, Chris gained the necessary skills to investigate criminal activity, pursue the perpetrators, and see them brought to justice. He organized the Los Angeles Sunset Green Party, aimed at combining environmental and animal issues, and founded a spay/neuter program called New Hope for Animals.

Inspired by Mahatma Gandhi and Martin Luther King, Jr., Chris has fought all of his battles non-violently and has spent time in jail, including solitary confinement, for his peaceful actions. Chris was also the driving force behind the first animal rights television show designed for the mainstream public, *Hollywood Animal Crusaders*, which aired nine times in 1999 on the cable channel *Animal Planet*. This remarkable achievement opened the door for other shows that introduced animal rights into American homes.

Through his investigative work, Chris and LCA gathered evidence that resulted in the nation's first state prison sentences for multiple-count animal cruelty cases. He spearheaded an undercover investigation and won a lawsuit against the Gettysburg National Park Service to halt the slaughter of deer in national parks. LCA's frontline campaign to save the Coulston primates came to fruition in 2002 when the Coulston Foundation shut its doors for good after years of total disregard for the lives and welfare of the primates in its care.

In 1997, Chris released his autobiography, *In Your Face*, reporting on his life and values on compassion. The book was the final achievement that earned him the prestigious Courage of Conscience International Peace Award — an honor he shares with previous award winners and the sources of his inspiration — Mahatma Gandhi and Martin Luther King, Jr.



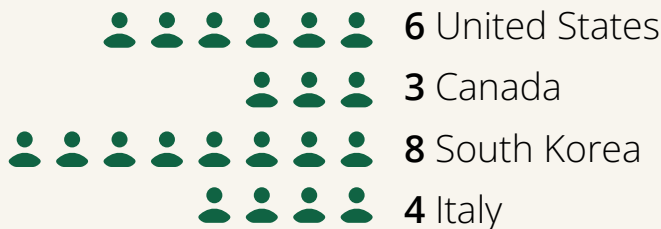
KEY STATS



HEADQUARTERS

LOS ANGELES, CA

LOCATIONS OF LCA STAFF



ANNUAL BUDGET

\$3 MILLION

- 90% programs
- 50% campaigns
- 40% investigations
- 6% fundraising
- 4% general administrative

HIGHEST RATING ON ALL CHARITY RATING WEBSITES



ESSENTIAL LCA VIDEOS

- WATCH NOW** Super Cow
- WATCH NOW** Italian Pig Farm Investigation
- WATCH NOW** Canadian Animal Research Investigation

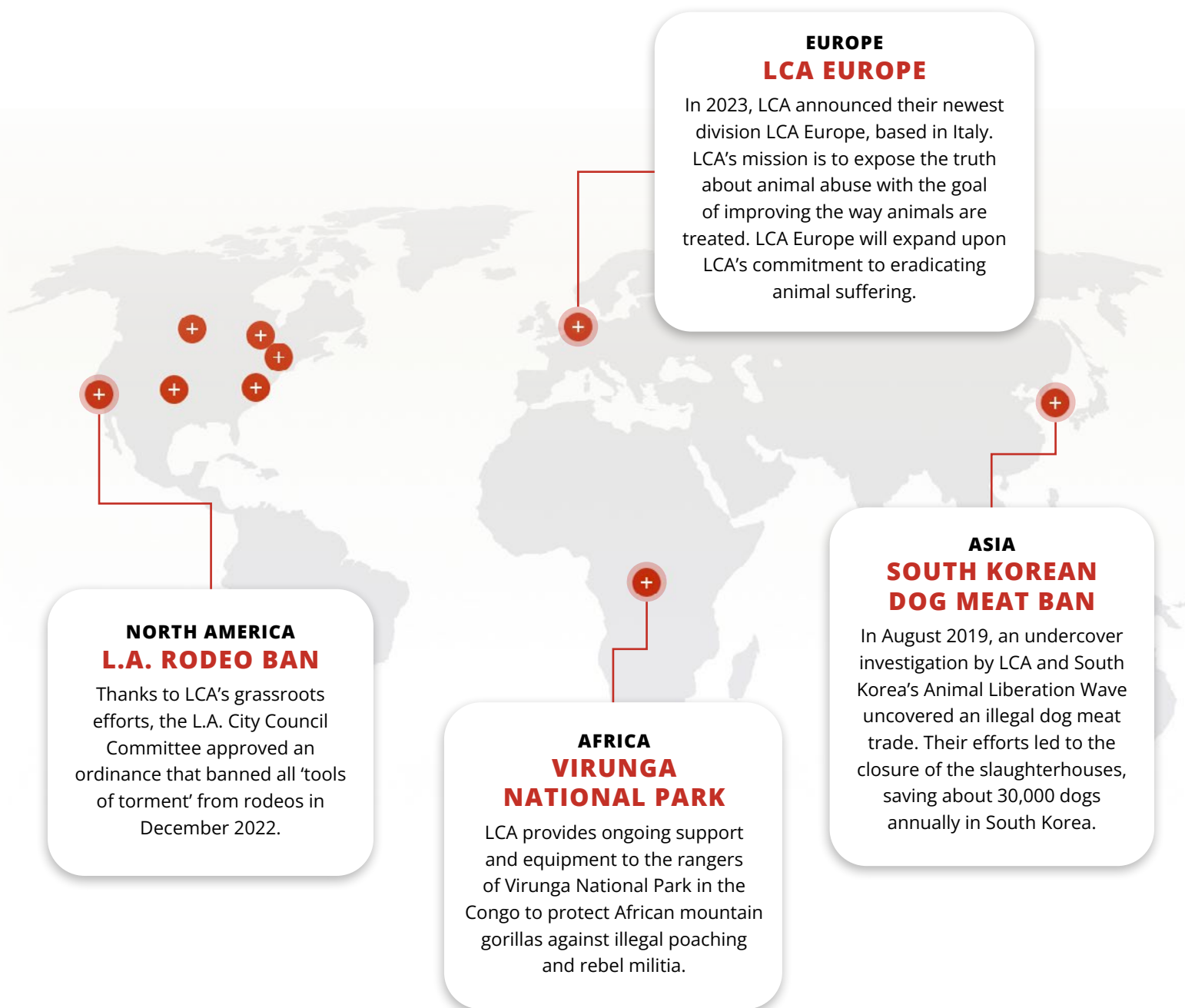


www.LCAanimal.org



LCA'S GLOBAL FOOTPRINT

Last Chance for Animals works on a variety of animal rights issues, and is committed to disseminating truthful information about animal abuse in today's society in order to improve the manner in which animals are treated worldwide. LCA has led campaigns across six continents, and continues to expand its impact across the globe.



[VIEW LCA CAMPAIGNS](#)



CASE STUDIES

CASE STUDY

STOPPING CLASS B ANIMAL DEALERS

GOAL

Stopping Class B animal dealers from selling lost and stolen companion animals (dogs and cats) to research laboratories.

BACKGROUND

The selling of lost and stolen companion animals to laboratories for research dates back to at least 1965. When the Animal Welfare Act passed in 1966, this was the main issue it sought to address — yet the problem persisted. During the 1980's, people selling lost and stolen companion animals to laboratories were called "Class B" animal dealers, licensed by the U.S. Department of Agriculture to sell "random-source" dogs and cats to laboratories. Class B dealers worked with accomplices called "bunchers" who helped them obtain animals from "random sources" — often illegally — such as stealing family or lost pets and misrepresenting themselves to obtain animals from "free to good home" ads.



WHAT WE HAVE DONE

LCA got involved in the fight to stop Class B dealers in 1988 and since then, stopped at nothing for over 20 years to cease their operations. LCA performed undercover investigations that resulted in precedent-setting legal wins; lobbied federally; and engaged in grassroots activism including staging protests; letter writing campaigns; petitions; circulated fact sheets to Congress; social media and email campaigns; and more.

THE RESULTS

After decades of hard work by LCA to stop Class B dealers from selling companion animals to research facilities, on 12/29/2022, President Biden signed the 2023 Appropriations Bill into law which contained an

LCA-championed provision to permanently eliminate Class B dealers in the U.S. The Bill now contains permanent language to stop Class B dealers from selling dogs and cats to research facilities.



CASE STUDY

STOPPING THE SOUTH KOREA DOG MEAT TRADE



GOAL

Ending the South Korean Dog Meat Trade (DMT)

BACKGROUND

It is estimated that one million dogs are killed for meat annually in South Korea. Many are raised in cruel factory farms, confined to a cage with no socialization or exercise, forced to eat rotten food. Others are stolen family pets, trafficked into the DMT by middlemen. All are cruelly killed in slaughterhouses, where electrocution is a common killing method. Many farms and slaughterhouses violate S. Korea's animal protection laws, but these laws are not enforced.

WHAT WE HAVE DONE

2018

LCA forms Animal Liberation Wave (ALW), run by Jiyen Lee, to be LCA's boots on the ground in S. Korea. ALW's sole mission is to end the DMT. LCA/ALW staged the LARGEST PROTESTS EVER against the DMT, in Seoul, Los Angeles, and Washington. Protests are held annually during Boknal, hottest days of summer, when the consumption of dog meat soup peaks. Activists held bodies of deceased dogs to symbolize the victims of the DMT. LCA/ALW also launch the Flower Dog Project, an art installation of 8 dogs, during the S. Korean Olympics, to raise awareness of the DMT.

THE RESULTS

On January 9, 2024, South Korea's National Assembly voted to end the dog meat trade, effective in 2027. LCA's President and Founder Chris DeRose; Executive Director Cindy Beal; and Animal Liberation Wave President Jiyen Lee attend the historic vote and press conference.

2019

LCA/ALW co-host the 2019 Boknal protest in Seoul. Chris DeRose and Kim Basinger travel to Seoul to attend the protest, and also meet with S. Korean lawmakers one-on-one and at a press conference, calling to end the DMT. LCA/ALW, working with JTBC (a Korean news station), exposed an illegal dog auction house in Gimpo. The auction house is closed down and demolished.

2021

LCA/ALW release an eight month investigation into the DMT. Narrated by Kim Basinger, the investigation exposed the dog meat supply chain of the infamous Moran Market. The extreme and systemic abuse of dogs was documented and legal complaints were filed. The investigation received widespread media coverage in Korea. As a result, two illegal dog meat slaughterhouses were raided and closed. Nine dogs were rescued and sent to the U.S., where they were adopted. LCA/ALW drop a "Stop Dog Meat" banner off a building in Seoul.

2022

LCA/ALW expose the Moran Market again by releasing another five month investigation into the DMT, exposing the trafficking of stolen family pets into the DMT. ALW President Jiyen Lee testifies during a hearing at the S. Korean National Assembly, demanding the government enforce existing laws against the DMT and highlighting violations documented by LCA/ALW during investigations.

2023

On National Puppy Day, LCA/ALW hosted an art event to raise awareness about the DMT, installing an exact replica of a slaughterhouse in a busy district of Seoul. LCA/ALW lobby members of Korea's political parties to enact a dog meat ban and support legislation to end dog meat as it advanced through the National Assembly.



ANNUAL BENEFIT GALA



Every year, friends of LCA gather to show their support and donate to the organization at a major gala/auction in Los Angeles. In 2024, LCA celebrated its 40th anniversary, a huge milestone worthy of an even grander affair. To mark this special occasion, LCA hosted the event on the New York backlot of Paramount Pictures Studios. In attendance were hundreds of people from the global animal rights community, Hollywood stars, local philanthropists, and other friends of the organization. Music, food, and entertainment stations were set up to create a festive feel, though LCA leaders and its supporters remain serious and focused toward LCA's mission, impact, and steadfast commitment to animal rights.





LCA founder and animal rights champion Chris DeRose was ever-present throughout the event. In addition to posing for photos, bringing his radiant smile, and delivering inspiring words to the audience, Chris also presented an award to the leaders of Animal Liberation Wave (ALW), LCA's sister organization in South Korea. With support and funding from LCA, ALW led the fight to stop the sale of dog meat in South Korea. The capstone of this monumental victory, the passing of a bill in Parliament in 2024, was the result of a tireless campaign spanning many years and served as a fitting celebration at LCA's 40th anniversary.



LCA has a vibrant community of philanthropists who give annually to fund LCA's many campaigns across the world. Because of an ongoing and robust donor pipeline, LCA is able to take the lead on tough, challenging, and long-haul campaigns that other animal rights organizations do not always undertake. The director of program operations will be joining LCA at an important time in its history and, with the generous support of LCA's supporters, be able to step right into coordinating ongoing campaigns and helping to launch new ones.



LEADERSHIP PROFILES

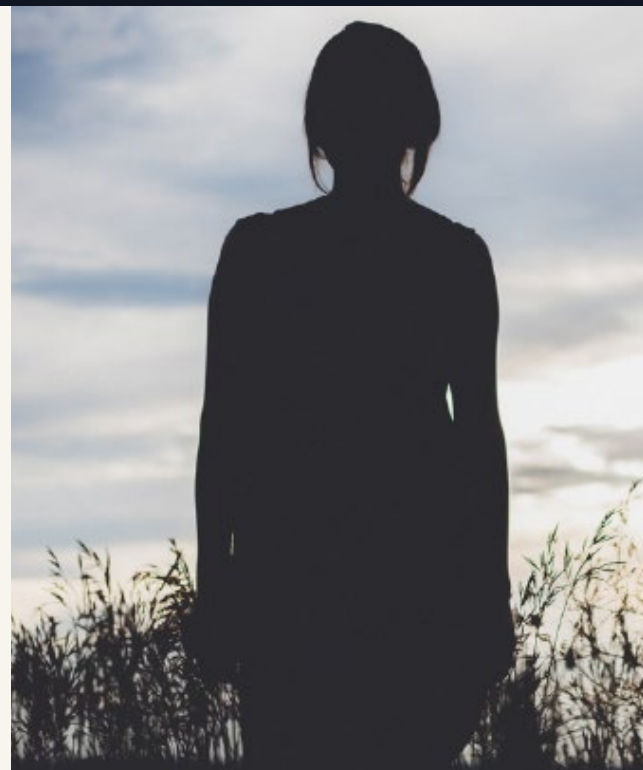


CINDY BEAL CFO / EXECUTIVE DIRECTOR

Cindy Beal-DeRose began working at Last Chance for Animals (LCA) in 2002 as Chief Financial Officer and took on the role of Executive Director in 2014. Cindy has a Bachelor of Science in Accountancy from California State University Northridge, an Award in Accounting from University of California at Los Angeles, has passed all 4 parts of the Certified Public Accountants Exam and completed one semester towards the Master of Science in Taxation at Golden State University in San Francisco. Before working at LCA, Cindy worked as a Controller and Manager in different industries; a video production company in Los Angeles and in a talent agency with offices in Los Angeles, New York and Seattle. She is also a talented photographer; many of her photos are used for LCA campaigns. Cindy is married to Chris DeRose, LCA's President & Founder, vegan and 100% committed to the mission of LCA.

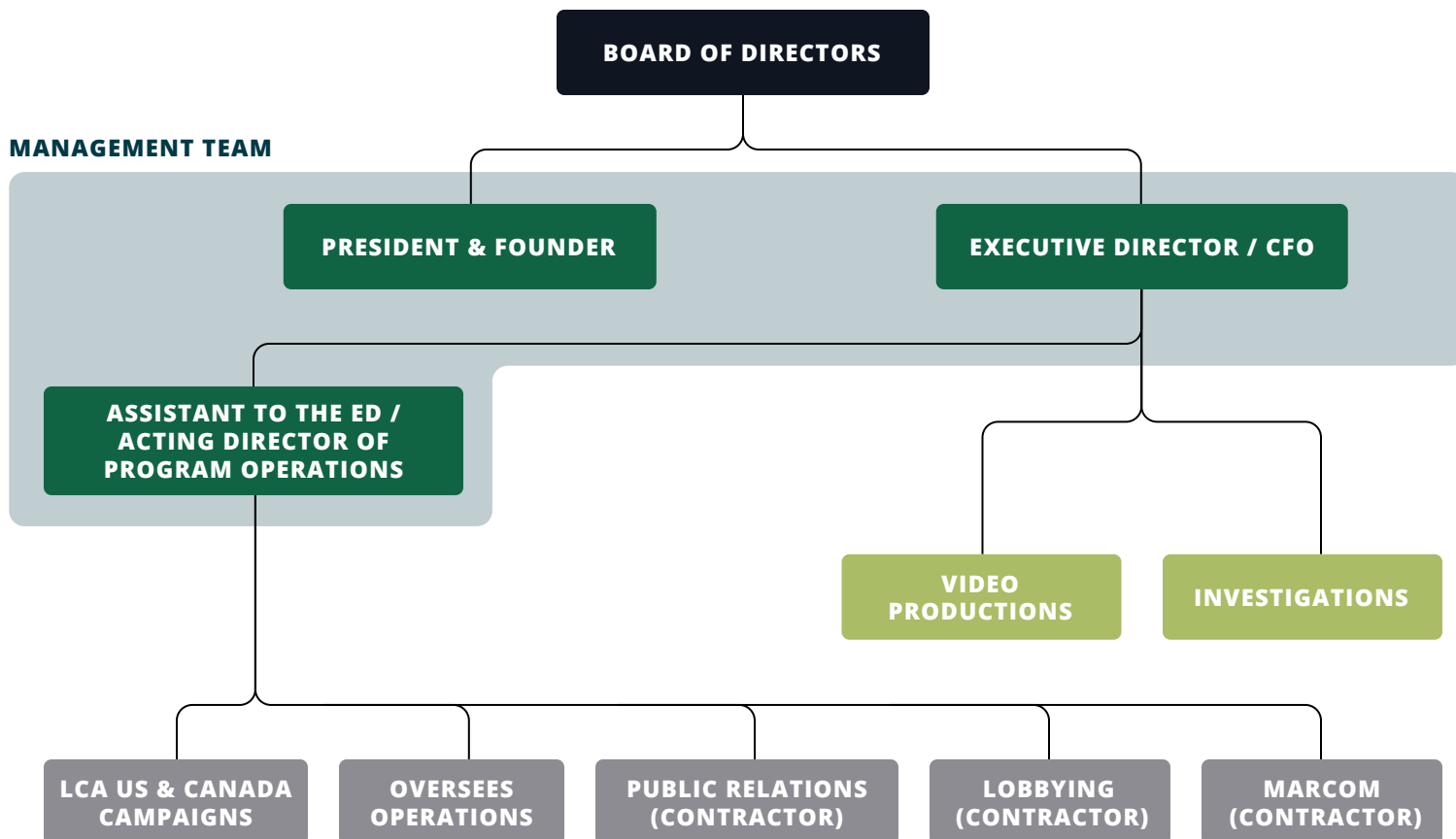
MANDY A. DIRECTOR OF INVESTIGATIONS

Mandy works with LCA in the capacity of Investigations Director. Her duties include recruiting and training new investigators; working with investigators to obtain employment at facilities that could have animal abuse; watching footage taken from these facilities; compiling weekly highlights of investigation footage; coordinating legal counsel; creating a release plan for investigations; and researching and writing about animal issues as necessary. Before working for LCA, Mandy worked as an Undercover Investigator in the animal rights movement for several years. She worked extensively in agriculture and coordinated several rescues of egg laying hens and other farmed animals.



LEADERSHIP STRUCTURE

2024
(LAST YEAR)



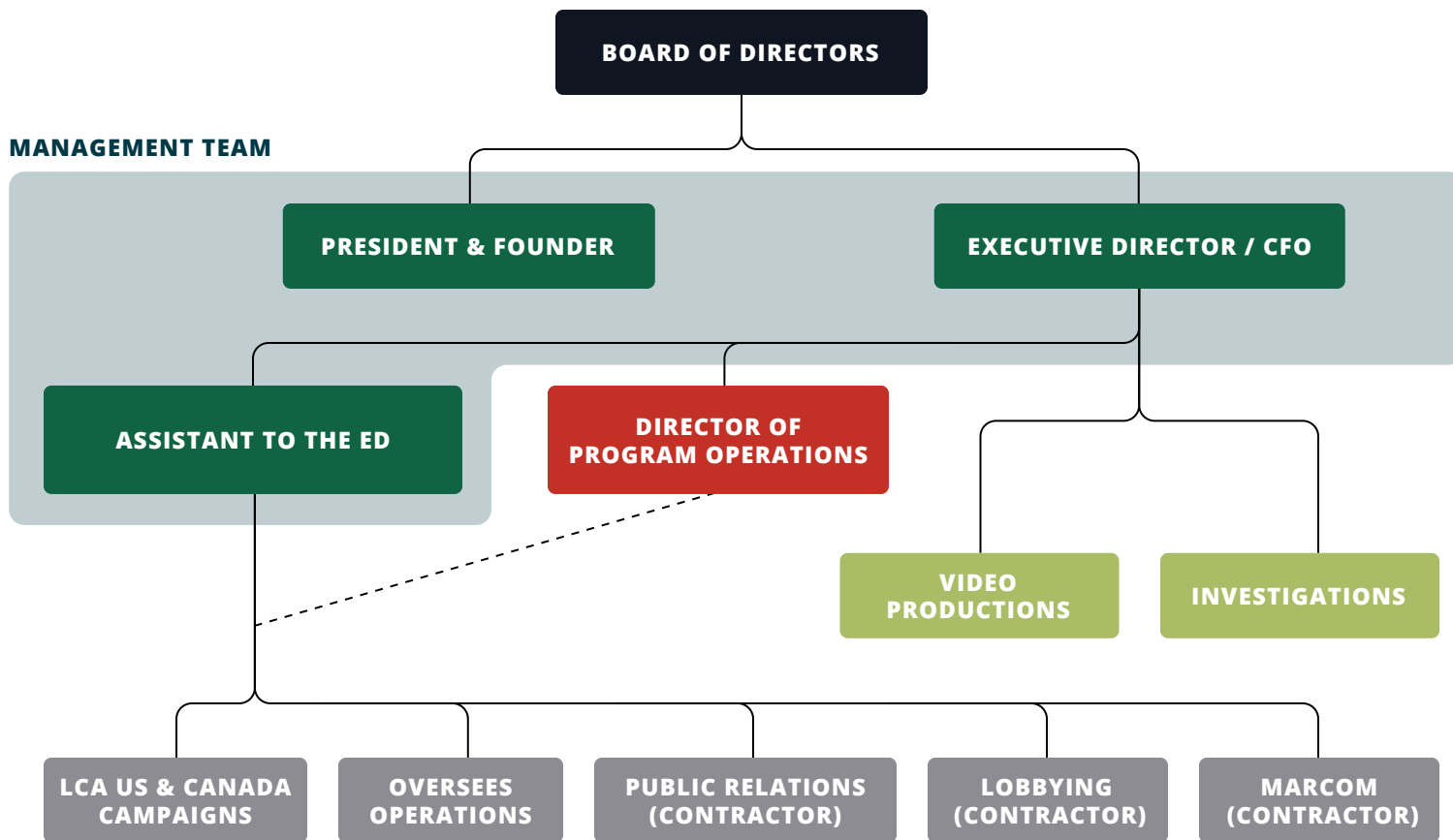
As a small organization, LCA implemented a leadership structure that is lean, efficient, and a little bit unique. LCA's founder, Chris, and the executive director/CFO, Cindy, both report to the board. Chris focuses on outward-facing duties and external relations; Cindy oversees all aspects of LCA's day-to-day operations, working out of LCA's headquarters in Los Angeles. Chris and Cindy are also husband and wife and have been tirelessly devoted to the animal rights cause for decades.

A third member of the management team is the assistant to the executive director, who last year stepped into an interim dual role to oversee program operations. (LCA previously had a coordinator of campaign operations; that position became vacant in 2023.) The assistant to the executive director also happens to be Cindy's sister, who is equally passionate about animal rights. These familial elements to LCA's management team admittedly provide a unique leadership structure, but they also have ensured cohesion and long-term success as LCA has expanded its global reach and impact.



LEADERSHIP STRUCTURE

2025
(THIS YEAR)



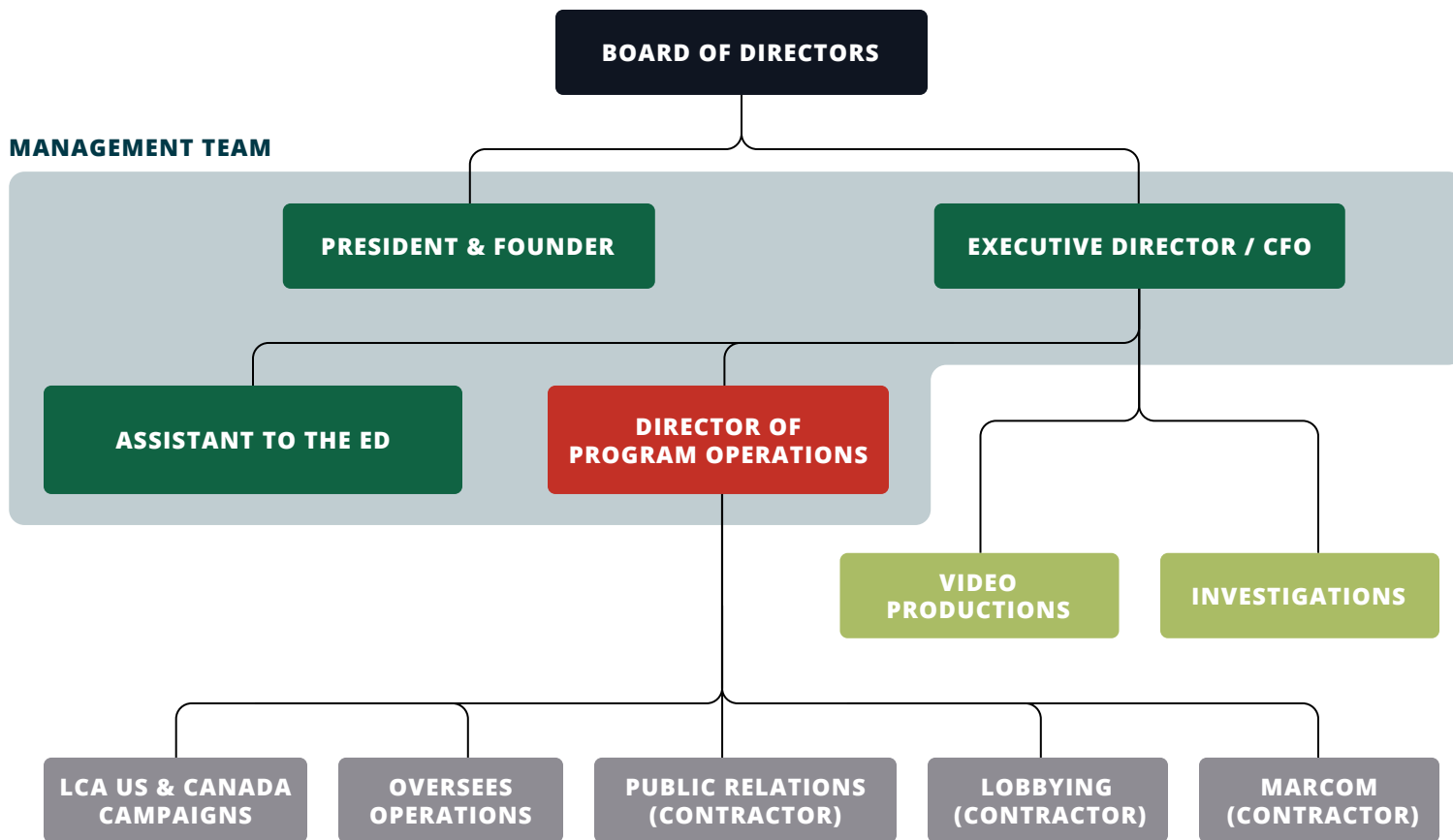
When the director of program operations starts, that role will work under the direct supervision of the executive director / CFO. The goal of this new role is to shift oversight of all program operations from the assistant to the ED to the new director of program operations. This handoff will occur gradually and over time, once the director of program operations has a good feel and understanding for how campaigns are led and how LCA management decisions are made.

A typical LCA campaign involves investigators and undercover operations in the field, public relations work, lobbying efforts, and marketing and communications initiatives. Campaigns can have very different cadences; some last months, and some last years. The director of program operations will learn how to lead and coordinate various teams of people, some of whom are LCA employees and some of whom are contractors providing technical and consulting expertise. The director of program operations will work in close partnership with, and under the mentorship of, the assistant to the ED, who has been leading program operations in this interim period.



LEADERSHIP STRUCTURE

2026
(NEXT YEAR)



After a successful on boarding, the director of program operations will take full reins of several departments and units that support LCA’s worldwide campaigns. In parallel, the assistant to the ED will step back completely from overseeing those units and serve in a more limited fashion on other projects outside of program operations. The growth path of the director of program operations role, and the hope of the management team, is for the person hired to eventually join the management team sometime in 2026, allowing that leader to play an even greater role in organizational strategy and vision.

The right candidate is someone who is willing to observe, learn, and appreciate the inner workings of a small, vibrant, and uniquely structured nonprofit that has been successful for decades having a huge impact with a modest budget. At the same time, the right candidate is someone who is hands-on, ready and willing to take on greater responsibility over time, and capable of bringing new ideas to the table that are in harmony with LCA’s values, operations, and structure. And of course, the right candidate is someone who cares deeply about animal rights and the mission of LCA to make a difference in support of animals worldwide.



DUTIES



OVERSIGHT OF CAMPAIGN OPERATIONS

- Lead the development, implementation, and management of strategic global animal welfare campaigns.
- Oversee and ensure effective execution of campaign strategy and maintain a culture of shared commitment and accountability for campaign success.
- Research, plan, and execute legislative initiatives related to animal welfare, including events, demonstrations, and direct advocacy.
- Catalog and analyze data relevant to the issues and policy proposals to help influence public debate and earn media attention.
- Meet with decision-makers, including local officials and state legislators, to build support, influence public policy, and secure critical votes for campaign objectives.

PUBLIC RELATIONS & COMMUNICATIONS

- Serve as the primary liaison with media, community leaders, partner organizations, and elected officials to amplify campaign visibility and address public inquiries.
- Create and distribute campaign materials such as brochures, posters, action kits, and newsletters.
- Develop and disseminate timely email alerts to engage supporters and mobilize action.
- Maintain and update website content regularly to ensure accurate and compelling marketing collateral.

ORGANIZATIONAL LEADERSHIP & ADMINISTRATION

- Gain comprehensive knowledge of LCA's mission and its role within the animal rights movement.
- Coordinate interdepartmental and inter-organizational coalitions to advance strategic goals.
- Manage and oversee campaign staff, interns, and volunteers.
- Report to the executive director (who also serves as the CFO), and perform other responsibilities as assigned.





THE DIRECTOR OF PROGRAM OPERATIONS IS...

Relational
Visionary
Consistent
Compassionate
Tactful
Humble
Tenacious
Listener
Collaborative
Hardworking

QUALIFICATIONS

- A bachelor's degree
- 3+ years of professional experience in campaign strategy, advocacy, or public policy
- Proven ability to develop, manage, and execute successful large-scale national or international campaigns
- Experience with Joomla, WordPress, Photoshop and Engaging Networks preferred
- Legal background or experience in legislative advocacy, including working with policymakers, analyzing policy proposals, and building coalitions a plus

& QUALITIES

- Strategic thinking and problem-solving abilities, with a track record of setting priorities and adapting to shifting goals
- Exceptional oral and written communication skills, with the ability to effectively represent the organization to media, community leaders, and government officials
- A highly organized and detail-oriented approach to managing projects, with the ability to manage multiple deadlines in a fast-paced environment
- An eagerness to understand and promote LCA's mission and the social and political issues related to animal rights
- Emotional resilience and the ability to professionally engage with challenging content, including images and information related to animal cruelty, in support of campaign objectives
- A willingness to ensure the success of LCA's campaigns, which may require occasional night and weekend work, and travel if needed



HOW TO APPLY

12M Recruiting is acting on behalf of LCA to identify exceptional program and operational leaders to fill this extraordinary opportunity. Please direct any inquiries to:

JOBS@12MRECRUITING.COM



APPLICATIONS SUBMITTED BY **FEBRUARY 7** WILL RECEIVE PRIORITY REVIEW.

All applications must be submitted online: WWW.12MRECRUITING.COM/JOBS/LCA

AN APPLICATION REQUIRES SUBMITTING **FOUR** PDFS:

1. Cover letter introducing yourself to the LCA search committee
2. CV or resume
3. A list of four references (include each person's name, organization, title, phone number, email, and connection to you—though we will not contact any references without obtaining your permission first)
4. A response to the following prompt:

What are some questions that you have about this position, its areas of focus, and/or the organization as a whole that, if you were able to discuss with the management team, would help you determine whether this unique and exciting opportunity is aligned with your experience, career goals, and personal passions?

Last Chance for Animals-LCA is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate based upon race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.