

Evergreen Executive Source



Chief Executive Officer

Balboa Park Headquarters
Position to be filled March/April 2016
Apply now for consideration.

The Council's highly esteemed CEO, Jo Dee C. Jacob, has announced her impending retirement for March 2016. This creates a need and opportunity for an outstanding new CEO to build on the exceptional leadership provided by Ms. Jacob since 2001.

Girl Scouts San Diego announces a search partnership with Evergreen Executive Source, LLC to identify candidates and advise on selection of a new CEO. Evergreen is a retained search firm with depth of experience in nonprofit executive sourcing and selection, and has conducted searches nationwide for 15 years. All information provided to Evergreen will be treated with the utmost confidentiality.

THE ORGANIZATION

The Council is the preeminent organization serving the interests of girls in San Diego and Imperial counties, seeking to bring out the greatness in every girl, empowering her to pursue her dreams, and make the world a better place. With current membership of nearly 23,000 girls, 12,000 valued volunteers, and a staff of 113, the Council is recognized as one of the top performing councils in a network of 112 nationwide. The Council has an annual operating budget of \$10 million and offers activities and events at facilities throughout the greater San Diego region and Imperial County. In addition, camp programs are held at Winacka and Whispering Oaks, mountain properties in Julian, to provide year-round engagement opportunities for girls, families, adult members, and community partners. All Girl Scout programs and activities - from camping to computing, arts to engineering, service projects to field trips - are designed to challenge and prepare girls for a future of leadership and achievement.



THE OPPORTUNITY

The CEO will act in partnership with the Board of Directors to enhance the outcomes of all council functions to be one of the nation's leaders in membership services and innovation. The CEO will direct the corporate strategic plan through the formulation and implementation of short to long range objectives and actions needed to achieve the Council's goals. In addition, the CEO will ensure that pluralism is a core value within the Council's activities and functions, promoting opportunities for participation in every aspect of Girl Scouting. The Council serves a highly diverse population with over 30 languages and dialects spoken by students in some schools.

Responsible for stewardship of the Council's human, material and fiscal assets, the CEO provides oversight for policies and practices that enhance the participation of members and leverage the roles of staff and volunteers to effectively engage girls, families, and volunteers in the Council's large service area. The CEO's important outward-facing responsibilities are to expand the Council's visibility and create opportunities for significant strategic partnerships and financial support by ensuring that investing in girls is a priority. The CEO will build relationships with corporate, nonprofit, government and funding communities by representing the Council at strategic functions and influential speaking opportunities.

CRITICAL GOALS

Successful measures of accomplishment will be determined in the following areas.

- Enhancing membership and engagement of girls and adults.
- Inspiring others to be high performers by demonstrating leadership and courage, and by fostering a culture that encourages partnership between staff and volunteers.
- Developing and cultivating relationships throughout all stakeholder groups to increase community support, funding, and brand awareness, and ensuring a welcoming environment to all.
- Making increased use of technology to manage processes and engage staff, volunteers, members, and community stakeholders.
- Providing volunteers with an enhanced opportunity to serve girls of all populations and backgrounds.
- Practicing effective planning and execution to achieve strategic goals as directed by the Board of Directors.
- Maintaining financial accountability and effective use of resources.
- Ensuring effective use of facilities and properties, with forward looking and sound care for the environment.

CEO QUALIFICATIONS

The ideal candidate will possess outstanding dedication to the nonprofit sector, with emphasis on youth-serving programs. In addition, this individual's strengths will include broad based business skills with a minimum of 6 years' comparable executive-level experience including P&L, and 10 or more years in leadership roles of progressive responsibility. The new CEO will have demonstrated ability in fundraising and/or direct sales skills and experience and fiscal management of budgets in excess of \$5 million, and marketing. We seek someone who has a proven track record of leading staff with excellence. This person must be compassionate and have the ability to inspire staff to invest and grow with the organization.

Critical to the Council's success will be the CEO's ability to attract, motivate, and align volunteer leaders to the strategic goals of the council. Additional important qualifications include experience in nonprofit governance and board relations. It is expected that candidates will possess a minimum of an undergraduate degree, with advanced degree and training desired.

The CEO will be a visionary leader capable of inspiring staff and community stakeholders in the Girl Scout mission, and effective in achieving agreed upon goals. We seek a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and who can serve as a role model of best management practices and effective decision-making. The CEO will possess a style of leadership that embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential, all the while satisfying accountability measures mutually agreed upon by the CEO and the Board. The CEO will be recognized as a community and business leader in the San Diego region, or have the personal and executive presence to achieve this quickly after appointment. It is essential that the CEO have a strong commitment to serving girls from all family, community and economic backgrounds. While not a requirement, the ability to converse in Spanish is strongly desired.

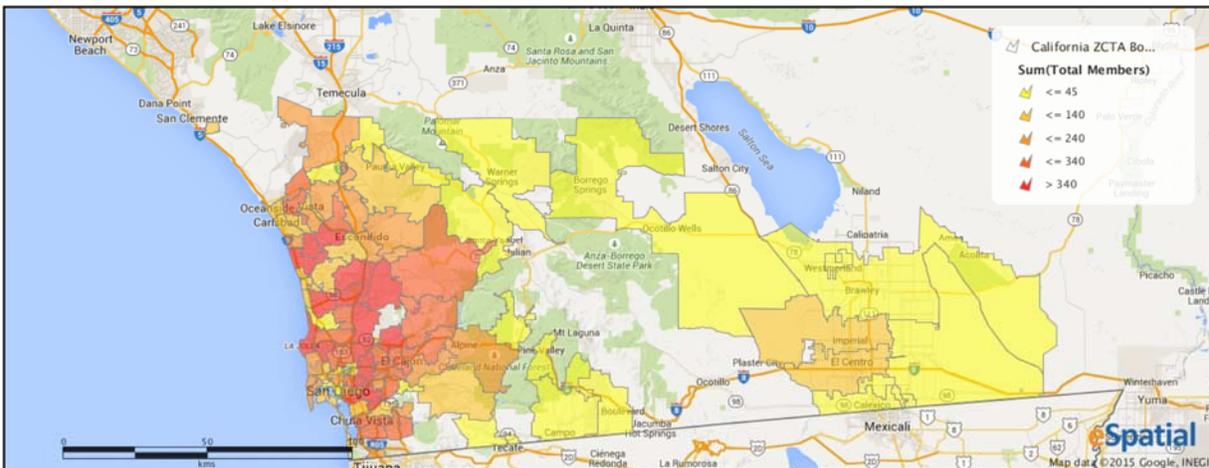
Skilled executives from the world of Girl Scouts, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in this region of California are encouraged to apply. If this is your background, and you share a passion for advancing the lives of girls in this service area, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits package with annual pay commensurate with qualifications and experience. Benefits include medical, dental, vision, life and AD&D coverage, short and long-term disability, a 403B savings plan (with employer match), Flexible Spending Accounts, and an Employee Assistance Program. Relocation support will be considered.

COUNCIL JURISDICTION

Girl Scouts San Diego serves girls in San Diego and Imperial counties in southern California. The council area includes the greater San Diego metropolitan area, the cities of Carlsbad, Chula Vista, El Centro, Escondido, and National City, as well as suburban, small town, and rural areas.



COUNCIL WEBSITE: <http://www.sdgirlscouts.org/>

HOW TO APPLY

Girl Scouts San Diego is an equal opportunity employer and encourages applications from members of diverse communities.

We urge interested candidates to apply as soon as possible to meet the Council's timetable for the selection of a new CEO. Applications will continue to be reviewed until this important position is filled. For *immediate* consideration, please e-mail your cover letter and resume to:

Bob Perodeau, Principal
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Providing executive recruiting services to Girl Scouts of the USA since 2001