

VACANCY ANNOUNCEMENT

Who We Are

Girl Scouting is the largest organization for girls in the world. Our mission is to build girls of courage, confidence, and character who make the world a better place. Through activities in science and technology, business and economic literacy, and outdoor and environmental awareness, Girl Scouting provides girls with opportunities for fun and friendship while fostering the development of leadership skills and self-esteem.

Founded by Juliette Gordon Low in Savannah, Georgia, on March 12, 1912, Girl Scouts of the USA was chartered by the United States Congress on March 16, 1950. Headquartered in New York City, Girl Scouts has 112 chartered councils nationwide. As one of those 112 chartered councils, the Girl Scouts of South Carolina – Mountains to Midlands provides direct services to girls and the volunteers who work with them, and to the communities that we serve, throughout the Midlands and Upstate regions of South Carolina.

In Girl Scouting, girls develop their leadership potential through activities that enable them to discover their values, skills, and the world around them; connect with others in a multi-cultural environment; and take action to make a difference in the world. Girl Scouting is open to all girls from kindergarten through high school. There are more than 59 million alumnae in the US; nearly one in every two women in South Carolina were or have been a Girl Scout.

Girl Scouts of South Carolina – Mountains to Midlands, Inc. council is the largest organization serving girls in South Carolina. The council has a current membership of 12,000+ girls and 5,000+ volunteers and a staff of 54 (plus an additional 60+/- filling seasonal full and part time positions with our programs). With an annual council budget of \$5 million, our community, programmatic, and volunteer service is currently supported through three administrative service centers, five camps, four out-based offices, and three troop program sites.

The Successful Candidate

The Director, Human Resources is accountable for and oversees the full scope of human resources, training and development for the organization. The successful candidate will demonstrate outstanding, documented experience around training department supervisors and coaching on the continuity in skill application; customer service and organizational culture shift; performance management and behavior standards; goal attainment; and the recruitment and ongoing continuous learning, training and development of a superior workforce. The Director, Human Resources serves as a hands-on generalist and will manage the day to day administration of policies, procedures, and programs while leading the functional responsibilities of performance management, supervisor development, employee orientation and on boarding, training and continuous learning, organizational development, recognitions and rewards, employee relations and services counseling, benefits and compensation, recruiting and staffing logistics, employment compliance and third-party providers, brokers and legal counsel relationships. Supporting the organizational change plan to move the human capital to a high performance team is pivotal for success in this role

As a strong, neutral and independent contributor, the Director, Human Resources must drive organizational change and foster high performance, design and monitor compliance, create systems and programs to maximize employee effectiveness and efficiency, and strengthen the capacity and culture through innovation, education and information. As a key member of the council's Senior Leadership Team, the Director, Human Resources reports directly to and works closely with the Chief Executive Officer (CEO) as counsel in realizing the vision and strategic priorities set by the council's Board of Directors as well as local and national performance metrics.

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ACCOUNTABILITIES



With responsibility for a staff of 1 direct report, contracted outside services partners, and 15 indirect reports, the Director, Human Resources will have the following key accountabilities:

- Establishes and leads organization's regular and seasonal talent management strategy including: workforce planning; recruiting; hiring; training and development; performance planning, management, and improvement; recognition and rewards; and succession planning to build a superior workforce.
- Leads the performance management system (goals, appraisals, compensation, measurements) that incorporates performance development plans and employee development programs.
- Based on three-year strategic priorities provide leadership and management on the design, implementation and results evaluation of key initiatives including: On boarding and Orientation; Enhanced and on-line Application and Reference System; Recognition and Rewards; Performance Management, and Supervisor Training and Management Continuity.
- Oversee all employment law compliance, standards, and regulatory concerns.
- Manages the development and maintenance of the Human Resources sections of both the internet and intranet sites; researches and selects software to support HR functions.
- Establishes department measurements that support the accomplishment of the company's strategic goals.
- Participates in executive, leadership and company staff meetings and attends other meetings, trainings, and seminars.
- Act as the Organizational Development consultant by developing and maintain a menu of interventions to support team effectiveness as a critical component of business and employee success.
- Create and manage organization-wide committees including communication, culture, wellness, training, and/or recognition.
- Leads organization compliance with all existing governmental and labor legal and government reporting requirements including any related to the Equal Employment Opportunity, the Americans with Disabilities Act, the Family and Medical Leave Act, Employee Retirement Income Security Act, the Department of Labor, Worker Compensation, the Occupational Safety and Health Administration, and accrediting standards; maintains minimal organizational exposure to lawsuits.

QUALIFICATIONS

The Director, Human Resources will serve as the council-wide human resources leadership thus necessitating a solid and balanced skill set in a generalist role supporting a decentralized/multi-site environment. A minimum of 7-10 years progressive human resource experience is desired with senior level responsibility in the functional areas of policies, procedures, performance management and staff/organizational development. The ideal candidate has experience in organizational change, training, and a work environment based upon paid and nonpaid staff. Demonstrated experience supporting the mission and goals of a similar size to the Girl Scouts of South Carolina – Mountains to Midlands council is a valuable attribute. This position will be based in the Greenville or Columbia Service Center. Residence within the council jurisdiction is required.

COMPENSATION/BENEFITS

The council offers a highly competitive compensation plan commensurate with the qualifications and experience of the individual selected. There is a comprehensive benefits package including generous time off, health, dental, life, STD, and LTD insurance options, 401K with employer match, Health Savings Account, and other attractive features.

THE COMMUNITIES AND JURISDICTION SERVED

The Girl Scouts of South Carolina – Mountains to Midlands, Inc. serves 22 counties in the central and western regions of South Carolina. From the Blue Ridge Mountains of the Upstate to the Sandhills of the Midlands, the jurisdiction is well regarded for a low cost of living, a variety of outdoor activities, and over 30 institutions for higher learning. The jurisdiction is supported by three Service Centers located in Columbia, the state capital, in Spartanburg, and in Greenville, which is also the council's corporate headquarters. Refer to www.gssc-mm.org for additional organizational information.

HOW TO APPLY

Upon receipt of a completed Girl Scout Application, Resume and Coverletter, interviews will be scheduled. The position remains open until filled by the best candidate aligned to the 5 priorities of this position. Please find all information at: <http://www.gssc-mm.org/en/our-council/employment-opportunities.html>