



Girl Scouts of South Carolina – Mountains to Midlands, Inc. Manager, Girl Leadership Experience (Midlands Camps/STEAM Initiatives)

VACANCY ANNOUNCEMENT

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 multicultural 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.

Girl Scouts of South Carolina – Mountains to Midlands council is the largest organization serving girls in South Carolina. The council has a current membership of 11,800+ girls and 5,000+ volunteers and a staff of 54 (plus an additional 60+ seasonally). With an annual council budget of \$5 million, our service is currently supported through three administrative service centers, five camps, 4 out based offices, and 3 troop program sites.

The Manager, Girl Leadership Experience (Midlands Camps/STEAM Initiatives) (the Manager) is responsible for all aspects of year-round programs related to the priority areas of STEAM (Science, Technology, Engineering, Arts, Math) and serves as the Director for Midlands Camps and STEAM Initiative programs. The Manager ensures that year-round program and camp experiences are offered based on the Girl Scout Leadership Experience (GSLE), customized to address the needs, preferences, and interests of girls, and address the number one council priority of making the volunteer experience easier. This position ensures that GSLE activities are STEAM relevant, innovative and progressive and that they produce the leadership outcomes promised to girls. It collaborates with, organizes and supports staff, volunteers and community partners to deliver high quality and adventurous STEAM program experiences to a growing number and diversity of girls.

Utilizing the national curriculum, the Manager supports volunteers in enriching and tailoring the experience based on girls' needs and interests. Oversee all associated program components to include program costs, quality specifications, staff and volunteer delivery, and risk management. Ensures the provision and coordination of related logistical support both on-site and council wide by establishing collaborative working relationships with internal colleagues and external constituencies and assembles and works with advisory teams to plan opportunities and activities. Create a continuum of experiences that span from single, one-time events to long-term, repeat outdoor leadership opportunities.

As the camp director, this position is responsible for the on-site management of all camp activities and operations related to the Girl Scout Leadership Experience in the out of doors for the Midlands Area. Identify, direct, and supervise all camp program activities, volunteers, and seasonal staff. Responsible for the development, organization, implementation and oversight of the camp operations. Insure that the camp and outdoor experience is promoted throughout the Girl Scout community, that relationships with older girls and colleges are enhanced to bridge engagement, and maintain positive parent, public, and community relations.

Providing professional, energetic leadership and competent management of program throughout the 22-county jurisdiction, the incumbent is responsible for all STEAM programs and for supporting a progressive outdoor experience to grow and sustain membership through seasonal staff or volunteer delivery of the Girl Scout Leadership Experience and use of the National Program Portfolio. The Manager must be a change agent, implement the girl/adult partnership model in a fun and experiential environment, fully support and engage the strategies of the organization, and lead the integration and implementation of key council and national outdoor initiatives, including the council's *She Sees the Future* plan, into tactical results.

ACCOUNTABILITIES

- Create, align and offer a variety of progressive program activities, events, and partnerships that support girl and troop programming around STEAM and the outdoors.
- Develop and maintain relationships with key community partners who share our commitment to encouraging girls to ask questions about the world, to problem solve, and to use their natural creativity and experience; and recognize the value/need for more female representation in STEAM careers.
- Establish, organize and maintain site-based partnerships and relationships wherever feasible so that we can provide girls with exposure to how interests and knowledge can turn into careers and how much STEAM is really used in the majority of jobs.
- Develop, promote and deliver customized series and events that result in membership growth and retention, use components of the National Program Portfolio and grow increasingly sustainable through volunteer delivery of the Girl Scout Leadership Experience.
- Help establish council-wide STEAM priorities, focus areas and initiatives and support the planned Girl Leadership Experience in Columbia as well as other council operated program sites.
- Serve as the Director of the Midlands Camps, generating a robust, energetic summer camp program that spans the end of school to return to school time span including budget and fiscal oversight, funding initiatives and new partnerships.
- Design, coordinate and implement year-round activities, specifically targeting seasonal, summer, weekend, holiday, and winter camping that bring and engage girls and adults in the outdoor experience.
- Serve as the regional Girl Experience expert for troops while delivering and/or supporting council-wide events and opportunities sponsored by the program services team.
- Serve as a liaison to volunteers, providing a continuum of support, training, and engagement as girls participate in troop, group, or council-wide STEAM and outdoor opportunities.
- With the number one council priority of making the volunteer experience easier, connect volunteers to resources and increase their personal knowledge, skills and comfort in the out of doors that in turn provides an enhanced girl experience.
- Engage in active recruitment opportunities to attract staff, volunteers, consultants, and community partners as outdoor resources.
- Research and create customized Girl Scout program materials, forms, correspondence, and resources that support the preparation and execution of scheduled activities.
- Enhance the STEAM and outdoor brand management through content development regarding year round activities for the council newsletter, Troop Focal Point, and other publications and marketing tools.
- Support Human Resources staff to recruit, interview, select, hire, and train seasonal employees; lead seasonal orientation and training of team.
- Actively engage in the American Camping Association (ACA); accreditation visitor desired.
- Ensure significant changes and improvements are made in the support of volunteers including ease, efficiency, clarity, and customer service in the camp experience.
- Enhances and expands upon the opportunities for girls to have fun and actively engage in the world around them.
- Updates and innovate staff and volunteer systems and structures to support our customers' changing needs and priorities; leverages staff/volunteer partnerships and aligns the work of the staff and volunteers to support local service delivery plan and ensures a quality experience for all.
- Ensures organizational commitment to providing a high-quality experience that delivers the 5 leadership benefits promised to girls and evaluates results and the satisfaction of all key constituents (girls, volunteers and families).



- Establish and maintain contacts with community organizations and educational institutions to market Girl Scouting and organize collaborative programs, partnerships, and/or financial contributions.
- Design an effective curriculum and progressive girl training system that supports leadership development for girls.
- Keeps abreast of trends and issues in the community affecting girls, volunteers, and council services; keeps current on GSUSA's and ACA's policies, priorities, changes, and requirements.
- Assists in the smooth functioning of the council by performing other duties as assigned.

QUALIFICATIONS

A Bachelor's degree is required with a minimum of 3 years of STEAM related experience also required. The ideal candidate has experience in organizational change, leadership, and a well developed style of volunteer and staff management that is collaborative, systematic, adaptable, and empowering. Demonstrated innovation resulting in new partnerships and sustainable growth will be key indicators of success for this position.

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, 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 and the location for this position to be located, in Spartanburg, and in Greenville, the council's corporate headquarters.

HOW TO APPLY

Please mail or email your cover letter, completed Girl Scout application (available online), and resume along with salary history to hadmin@gssc-mm.org. Visit our website for more details at www.gssc-mm.org. EOE