



**Girl Scouts of South Carolina – Mountains to Midlands, Inc.  
Community Development Manager (Mission Delivery)- Inman/Landrum/Campobello Area,  
District 1, Boiling Springs Area, District 2, Pacolet, Cowpens, E. Spartanburg, Spartanburg Rec, District  
3 & 7**

**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.

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 Community Development Manager (CDM) is responsible for leading and executing the recruitment of adult volunteers within the assigned service areas. This includes managing a wide range of council service support, community resources and collaborations that result in the delivery of a quality Girl Scout program experience for girls throughout the assigned jurisdiction. The CDM is also responsible for developing Girl Scout visibility and involvement in the communities, including funding resources and, being an advocate for girls and a local spokesperson for Girl Scouting. This position has the accountability for independently executing the responsibilities within the framework of the council's policies, strategies, and plans

Providing professional, energetic leadership and competent management of the delivery and extension of Girl Scouting throughout the 22-county jurisdiction, the incumbent is responsible for all brand-positioning services that grow and sustain membership through volunteer delivery of the Girl Scout Leadership Experience and use of the National Program Portfolio. The CDM must be a change agent, fully support and engage the strategies of the organization, and lead the integration and implementation of key council and national initiatives including the customer engagement initiative through a new Salesforce model, customer service enhancement with Net Promoter metrics, and incorporate the council's *She Sees the Future* plan into tactical results.

**ACCOUNTABILITIES**

With the responsibility for leading and executing the recruitment of adult volunteers within the assigned service areas the CDM will have the following accountabilities.

- Identify and recruit volunteers from throughout the assigned area to serve as troop leaders and/or in other capacities throughout the Girl Scout organization. Promote and use the volunteer development system tools.
- Lead and coordinate the planning, organization and delivery of a network of service and support for troop/group leaders through the development of volunteer service teams, so the Girl Scout leaders and other direct delivery volunteers are successful mentors for girls and the Girl Scouts achieve the outcomes of Girl Scouting.
- Provide guidance and resources to the local volunteers that result in increasing girl and adult membership growth and retention in the assigned areas. Foster and achieve membership growth that reflects the diversity of the area and the beliefs and principles of Girl Scouting.



- Work in partnership with Fund Development on fundraising strategies, including relationships with local United Ways, individuals, foundations and corporations to increase financial and in-kind support for the Girl Scout Council. Serve as local resource for troops on Council fundraising policies and money-earning opportunities.
- Ensure that marketing and communication activities are consistent with the strategies, beliefs, principles, and values of Girl Scouting and strengthen the Girl Scout brand. Promote council activities internally and externally, formally and informally.
- Ensure consistent interpretation of Girl Scout policies, procedures, standards, and business practices throughout all levels of the region's operations.
- Network, cultivate, establish and maintain relationships with community organizations, educational institutions, collaborative partners and financial contributors.
- Participate in assigned committees, and cross-functional teams to ensure quality service delivery. Be an effective and positive change agent.

### **QUALIFICATIONS**

The Community Development Manager (CDM) will serve as the liaison for leading and executing of the growth of the recruitment of adult volunteers. A Bachelor's degree is highly desirable or the equivalent of 2 years of comparable experience for every one year of advanced education. The ideal candidate will possess excellent verbal and written communication skills in addition to the ability to make independent decisions, and possess the ability to interact effectively with staff at all levels of the organization, volunteers, and community partners. Demonstrated innovation resulting in community partnerships and sustainable growth will be key indicators of success for this position. 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. The ideal candidate must reside in one of the counties served.

### **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. Relocation support will be considered.

### **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 center for automotive and international business, 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, the council's corporate headquarters and home office for this position.

### **HOW TO APPLY**

For consideration, please mail, email, or fax your cover letter and resume along with salary history to:

Girl Scouts of SC Mountains to Midlands, Inc.  
Human Resources

Five Independence Pointe Suite 120  
Greenville, SC 29615  
Email [hadmin@gssc-mm.org](mailto:hadmin@gssc-mm.org)  
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