



**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 responsibility for a budget of approximately \$2.1 million and 28 FTE staff, the COO will have the following key accountabilities:

- Leads Membership, Marketing, Volunteer Management, and Program teams to successful development, implementation, and evaluation of integrated mission-delivery plans
- Increase volunteers delivering a high-quality Girl Scout Leadership Experience to a growing number and diversity of girls.
- Leads organizational progress by ensuring significant changes and improvements are made in the support of volunteers including ease, efficiency, clarity, and customer service.
- Enhances and expands upon the opportunities for girls to have fun and actively engage in the world around them.
- Ensures organizational commitment to providing a high-quality experience that delivers the 15 leadership benefits promised to girls and evaluates results and the satisfaction of all key constituents (girls, volunteers and families).



- Actively promote Girl Scouting in the community through presentation, networking and collaborative efforts in insure brand positioning for engagement, service, and stewardship.
- Insure successful 3 year service transition plan that aligns services with the national organization.

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
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Email hradmin@gssc-mm.org
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www.gssc-mm.org