

GSSC-MM CEO Job Description

Girl Scouts of South Carolina - Mountains to Midlands (GSSC-MM) is seeking a Chief Executive Officer (CEO) to serve as a **leader of leaders** and **strategic visionary** complemented by a **growth mindset, innovation, and a contagious passion for the advancement of girls**. The CEO is accountable for ensuring achievement of the council's overall strategic plan and is charged with leading all aspects of the organization, including but not limited to community impact, cultural engagement, fund and membership development, as well as efficient operations, and fiscal management. They will balance their time with an external and internal focus supporting a mosaic of stakeholders while leading in the areas of organizational oversight, insight and foresight.

Reports to: GSSC-MM Board of Directors

Located in: Greenville or Columbia, SC

GSSC-MM Visibility & Impact

- Visible, approachable, and accessible to those in the community as a brand ambassador.
- Understands critical issues affecting girls' lives today, advances Girl Scouts as the thought leader and premier voice for girls at the local, state, and federal level.
- Increases connections by reaching into every area of the council territory to nurture strategic relationships, increase visibility, and grow membership numbers.
- Serves as an advocate for girls in the council and builds the brand within the community.

Strategic Leadership

- Works closely with the Board, oversees change initiatives, strategic planning development, and implementation.
- Executes strategic plan, monitors progress, and evaluates effectiveness.
- Spearheads the organization's business strategies, ensuring that they align and remain consistent with the organizational mission and core values.
- Works in partnership with the national organization to promote the national policy agenda and implement a unified policy voice and advocacy strategy.

Talent, Culture & Team Development

- Motivates, coaches, and leads a high-performance senior leadership team.
- Leads the team in the selection, management, and retention of a talented council workforce committed to the Girl Scouts mission.
- Alongside the leadership team, builds a culture of engagement and empowerment through consistent communication, and collaboration.
- Provides leadership and guidance for the design, development, and implementation of volunteer and HR systems ensuring GSSC-MM attracts and retains diverse and talented pool of volunteers and staff.

Program & Product Development

- Oversees development and administration of the programs and products that supports GSSC-MM's mission, vision, goals, and strategies.
- Evaluates and advises on the impact of new programs, products, and strategies aimed at stimulating and sustaining membership growth.

- Monitors program initiatives and holds the organization accountable for reasonable growth and change.
- Assists in removing barriers to participation to ensure equal access and opportunity.

Fundraising & Financial Management

- Leverages personal contacts and organizational relationships to identify potential donors and partners.
- Supports initiatives to diversify and increase funding sources (including individual and corporate donors as well as identifying and pursuing grants and other funding sources).
- Supports the Board in development and execution of fund development strategies enabling GSSC-MM to address current and long-term organizational sustainability.
- Manages the annual financial planning and budget process and ensures all organizational divisions operate within the approved budgets.

Candidate Background

The ideal candidate will possess a bachelor's degree and 15+ years of progressive executive experience within the community impact or nonprofit industry. Throughout their professional career, the candidate will need to have demonstrated success in fund development, vision, collaboration, leadership, managing diversity, community relations, planning, board relations, property management, and program delivery. They will be team-oriented, results-driven, and display a vision and passion for the youth enrichment experience.

Girl Scouts of South Carolina–Mountains to Midlands has partnered with executive search firm Find Great People, headquartered in Greenville, SC, to find its next great CEO. Anyone interested in applying for this role is asked to contact the Lead Search Consultant, Kristy Lysik at klysik@fgp.com.