

Evergreen Executive Source



Chief Executive Officer

North Charleston Headquarters

Position to be filled Spring 2018

Apply immediately for consideration!

Girl Scouts of Eastern South Carolina announces a search partnership with Evergreen Executive Source, LLC to identify candidates and advise on selection of a new CEO. Evergreen is a retained search firm with depth of experience in nonprofit executive sourcing and selection, and has conducted searches nationwide for over a decade serving the interests of Girl Scout councils across the entire country. All information provided to Evergreen will be treated with the utmost confidentiality.

THE ORGANIZATION

Girl Scouts of Eastern South Carolina is the preeminent organization serving the interests of girls in the region, seeking to bring out the greatness in every girl, empowering her to pursue her dreams, and make the world a better place. The Council has current membership of more than 4,500 girls, nearly 2,500 valued adult volunteers, and a staff of 35 full- and part-time employees. It has an annual operating budget of \$2.3 million, and operates facilities in North Charleston, Florence, and Myrtle Beach as well as a camp property to provide year-round engagement opportunities for girls, families, adult members, and community partners. At Girl Scouts, girls unleash their inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)[™] through a collection of engaging, challenging, and fun activities like earning badges, going on awesome trips, selling cookies, exploring science, getting outdoors, and doing community service projects. All Girl Scouting programs and activities are designed to challenge and prepare girls for a future of leadership and achievement.



THE OPPORTUNITY

The CEO will act in partnership with the Board of Directors to enhance the outcomes of all council functions to be one of the nation's leaders in membership services and innovation. The CEO will direct the corporate strategic plan through the formulation and implementation of short to long range objectives and actions needed to achieve the Council's goals. In addition, the CEO will ensure that pluralism is a core value within the Council's activities and functions, promoting opportunities for participation in every aspect of Girl Scouting.

Responsible for stewardship of the Council's human, material and fiscal assets, the CEO provides oversight for policies and practices that enhance the participation of members and leverage the roles of staff and volunteers to effectively engage girls, families, and volunteers in the Council's large service area. The CEO's important outward-facing responsibilities are to expand the Council's visibility and create opportunities for significant strategic partnerships and financial support by ensuring that investing in girls is a priority. The CEO will build relationships with corporate, nonprofit, government and funding communities by representing the Council at strategic functions and influential speaking opportunities.

CRITICAL GOALS

Key objectives for the incoming CEO in the coming year include:

1. Oversee the development and management of operations to ensure the budget has a positive bottom line including depreciation and repayment of loan.
2. Ensure growth of girl and adult membership through recruitment and retention plans and programs meeting the Council's strategic priorities.
3. Align and build development staff to ensure an increase in adult-generated contributions.

CEO QUALIFICATIONS

The ideal candidate will possess outstanding dedication to the nonprofit sector, with emphasis on youth-serving programs. In addition, this individual's strengths will include broad based business skills with a minimum of five years' comparable executive-level experience including P&L, and eight or more years in leadership roles of progressive responsibility. The new CEO will have demonstrated ability in fundraising and/or direct sales skills and experience, and fiscal management of significant budgets demonstrating the ability to manage the Council's budget of \$2.3 million. The ability to model leadership skills in the management and development of paid staff and volunteer leaders is essential.

The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities to lead the Council. The CEO will possess a style of leadership that is transparent, embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential, all the while satisfying accountability measures mutually agreed upon by the CEO and the Board. The CEO will be recognized as a community and business leader in eastern South Carolina, or have the personal and executive presence to achieve this quickly after appointment. It is essential that the CEO have a strong commitment to serving girls from all family, community, and economic backgrounds.

Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. The ideal candidate will possess an undergraduate degree, or experience commensurate with degree.

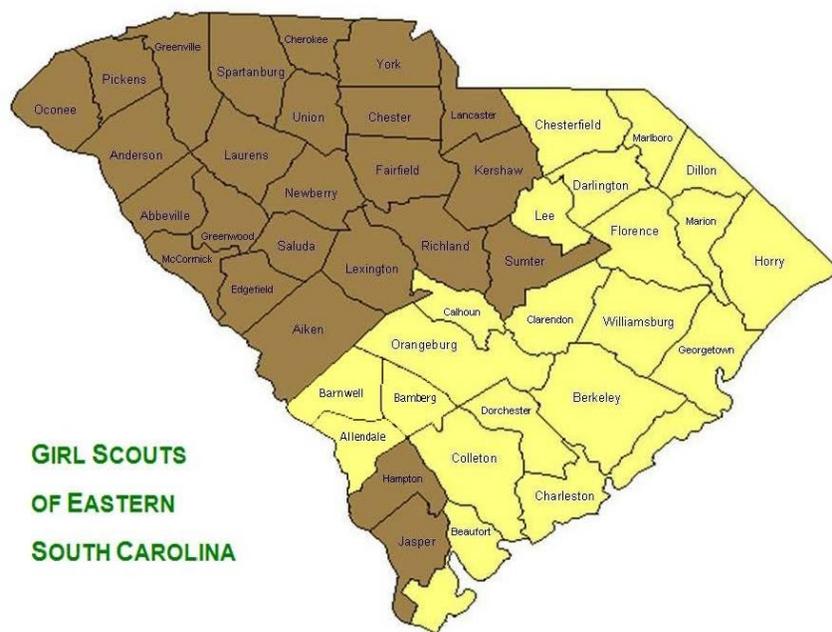
Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in eastern South Carolina are encouraged to apply. If this is your background, and you share a passion for advancing the lives of girls in this service area, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits plan with annual pay commensurate with experience. It provides a comprehensive benefits package which includes medical, dental, long-term disability, life, and AD&D insurance, as well as attractive personal time off. Other features include a 403(b) thrift plan. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

COUNCIL JURISDICTION

Girl Scouts of Eastern South Carolina serves girls and adults in 21 counties including leading population centers such as Charleston, Florence, and Myrtle Beach. Boasting a comfortable climate, a great coastal South Carolina location, historical charm and a variety of cultural and outdoor activities, the Girl Scouts of Eastern South Carolina affords a relaxed southern lifestyle. The Council encompasses a growing coastal population with some of the fastest growing counties in the State. Over 20 Colleges, Technical Schools and Universities are located in our 21 counties. Cost of living is slightly below the national average, with very affordable housing costs. Eastern South Carolina offers easy access to world class health care and other important support services.



COUNCIL WEBSITE: <http://www.girlscoutseasc.org/>

HOW TO APPLY

Girl Scouts of Eastern South Carolina is an equal opportunity employer.

We encourage expressions of interest as early as possible to accommodate the Council's need to fill this important position. For consideration, please e-mail your cover letter and resume along with salary requirements to:

Bob Perodeau, Principal
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E-mail: evergreen.source@att.net
Voice (800) 286 4009 www.egreensource.com

Providing executive recruiting services to Girl Scouts of the USA since 2001