

POSITION DESCRIPTION

POSITION:

Chief Executive Officer

ORGANIZATION:

Girls Scouts was founded in 1912 in Savannah, GA by Juliette “Daisy” Gordon Low. She believed that all girls should be given the opportunity to develop physically, mentally, and spiritually. In 1935, Girl Scouts, Hornets’ Nest Council (GSHNC) received its first charter and has since carried on that same commitment, serving girls through the mission of “building girls of courage, confidence, and character, who make the world a better place.”

GSHNC serves more than 10,000 girls and volunteers in eight counties in North and South Carolina, including Anson, Cabarrus, Mecklenburg, Montgomery, Rowan, Stanly, Union, and York (SC). For more information, please visit www.hngirlscouts.org.

REPORTS/RELATIONSHIPS:

The Chief Executive Officer reports to the Board of Directors and leads a team of 38+.

BASIC FUNCTIONS:

The CEO is responsible for the overall long-term vision, strategy, operational management, and fiscal oversight of the organization, as well as ensuring continuing support to the council staff, volunteers, and Girl Scouts. Specific duties will include, but not be limited to:

ORGANIZATIONAL MANAGEMENT

- Create and execute strategic plan. Partner with the Board and leadership team to identify key strategic goals and metrics. Motivate board members, staff, and volunteers to achieve goals.
- Hire, develop, engage, and manage the team.
- Create and manage annual and capital budgets. Oversee financial, legal, and GSHNC/GSUSA audits.
- Innovate and leverage technology and other resources to manage risk and resources; maintain an efficient and effective organization with strong business controls.
- Consistently engage and communicate with board, staff, volunteers, members, and the community to deliver timely updates and obtain feedback to achieve goals.

ADVOCACY

- Advocate for Girl Scouts and serve as the “voice” of GSHNC at the local, state, and federal levels. Collaborate with other “girl leader” organizations at the local level. Serve as the liaison between GSHNC and Girl Scouts of the USA (GSUSA) and other Girl Scouts councils.

- Create, support, and drive a diverse, equitable, and inclusive (DE&I) organization and advocate for DE&I initiatives at the local, state, and federal levels. Utilize a DE&I lens for operations, membership and volunteer engagement, policies, programs, and initiatives.

GROW MEMBERSHIP/INCREASE REVENUE/IMPROVE PROGRAM IMPACT

- Lead efforts to retain members and recruit new members to grow net membership, including new girl audiences beyond traditional membership base.
- Champion ways to increase revenue (product sales, fundraising, and programs).
- Identify demographic, technological, digital, virtual, and other trends that impact membership and program needs. Create key metrics and oversee the tracking of program impact.

STRENGTHEN VISIBILITY AND BRAND

- Serve as the “face” of GSHNC for public/media/community/corporate relations.
- Drive connection with key community partners, alumni, and donor relationships.
- Oversee marketing and fundraising to increase visibility and impact.
- Collaborate with local agencies and the national network to enhance programming and visibility of the organization in support of girls and young women.
- Maintain leadership voice within GSUSA to advance the mission at local and national level.

REQUIREMENTS:

- Bachelor’s degree and seven to ten years of leadership experience required, or the equivalent combination of education and experience. Master’s degree preferred. Experience leading a nonprofit or working with a nonprofit board preferred. Values the CEO and Board Chair partnership.
- A vision-oriented, strategic leader who is able to build, inspire, and mobilize the Board, staff, volunteers, and community to transform the vision into action.
- Innovative and resilient leader who can lead change and motivate others to overcome obstacles and challenges. Able to identify trends and adapt to remain relevant.
- Proven track record of building, inspiring, and driving teams and partnerships to execute necessary business and program outcomes; excellent talent management skills.
- Proven track record of identifying, cultivating, and increasing diverse funding streams.
- Proven track record of building, advocating, and executing organizational strategies for diversity, equity, and inclusion.
- Open-minded and willing to consider a wide variety of views and opinions.
- Solid business and financial acumen; fiscal planning and analytical reporting knowledge.
- Keen marketing and membership development skills and experience.
- Strong communicator, both orally and written; able to flex communication style.
- Awareness of Charlotte area community, economic mobility challenges, and donor landscape. Experience creating meaningful community and stakeholder relationships.

COMPENSATION:

Compensation will be commensurate with experience including a competitive base salary, bonus opportunity, and competitive benefits package.

Please submit resumes and nominations to GSHNC-CEO@CLCBsearch.com.