

The Executive Source



Chief Executive Officer

Girl Scouts of Tropical Florida

Serving Miami-Dade and Monroe Counties

Miami Headquarters

Position to be filled June/July 2016

Apply *Immediately* for Consideration

THE OPPORTUNITY

Girl Scouts of Tropical Florida announces a search for a Chief Executive Officer to lead the Council to provide Girl Scouting's pre-eminent programming to help girls develop as leaders and build confidence by learning new skills. Membership is for girls in grades K-12. All Girl Scouting programs and activities - from camping to computing, arts to engineering, service projects to field trips - are designed to challenge and prepare girls for a future of leadership and achievement.



The CEO acts in partnership with the Board of Directors to achieve agreed outcomes in all council functions and activities. The CEO will provide leadership for the corporate tactical planning process by directing the formulation, integration, and implementation of short-term, mid-term, and long range operating objectives and actions needed to achieve the Council's strategic plan. In addition, the CEO will ensure that pluralism is institutionalized within the Council's activities and functions, promoting non-discrimination 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 ensures synergies between the roles of staff and volunteers. Of critical importance are expanding the visibility of the Council, increasing community awareness of the Girl Scout brand, and developing membership initiatives that effectively engage girls, families, and volunteers in the Council's service area of Miami-Dade and Monroe Counties.

The CEO ensures that investing in girls is a priority. The CEO will build relationships with corporate, nonprofit, government, and the general public to create opportunities for significant membership growth and financial support. The CEO informs and engages current and potential funders by representing the Council at strategic functions, serving as the Council media spokesperson and leveraging influential speaking opportunities.

Girl Scouts of Tropical Florida serves approximately 3,800 girls and 1,850 adult members throughout Miami-Dade and Monroe counties in southern Florida. The Council's annual operating budget is \$1.7 million. There are currently 33 staff. Its administrative headquarters is located in Miami, with additional properties consisting of a troop house and four camp locations.

CRITICAL GOALS

Successful measures of accomplishment will be determined in the following areas:

- Provides leadership, strategic direction, and vision for the development and achievement of the organization's purpose in partnership with the Council's Board of Directors.
- Institutes systems for the selection, supervision, performance, management, evaluation, placement, and release of operational volunteers and employed staff.
- Directs and guides the Council in the development of priorities and objectives to ensure the work of the Council supports the purpose and values of Girl Scouting and facilitates the continued growth and development of the Girl Scout program in accordance with the Council's Board of Directors and GSUSA guidelines.
- Implements effective business management practices to the critical functions of finance, human resources and volunteer utilization.
- Increases philanthropic support and funding from donors in collaboration with the Board of Directors.
- Acts as the key communicator for the Council to the membership, general public and community stakeholders, providing data and information necessary to execute the goals and objectives of the Council and the Board of Directors.
- Demonstrates the highest qualities of integrity, judgment, adaptability and self-awareness.
- Inspires others to be high performers by demonstrating leadership and courage, and by fostering a culture that encourages partnership between staff and volunteers, and excellent customer service.
- Establishes and maintains effective communications with Board of Directors keeping the Board informed of the internal and external trends, legislative activity, legal responsibilities, and other issues of potential impact on the Council's goals, operating objectives, and development.

CEO QUALIFICATIONS

The CEO will possess solid and broad based business skills with a minimum of 5 years of comparable executive-level experience including profit and loss accountability, and 10 or more years in leadership roles of progressive responsibility. The CEO should also have a demonstrated ability in fund development and/or direct sales experience, fiscal management, proven leadership skills in the management and development of paid staff and volunteers, and the use of technology to reach out to stakeholders and manage internal operations are required.

Personal attributes of the CEO will include commitment to the Girl Scout Mission, and the passion and ability to be the voice for that Mission across the Council's diverse service area. The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and who can serve as a role model of best management practices and effective decision-making. The new CEO will possess a style of leadership that embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential, all while satisfying accountability measures mutually agreed by CEO and the Board. The CEO will be recognized as a community leader in the Council's jurisdiction, or have the executive presence to achieve this quickly after appointment. It is essential that the CEO be committed to serving girls from all family, community and economic backgrounds. The ability to communicate effectively across to a broad range of constituents is also essential.

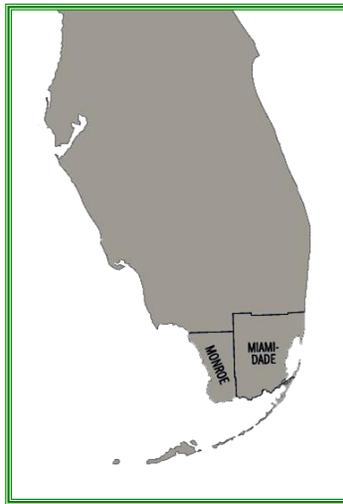
Additional desired qualifications include nonprofit board relations and demonstrated fundraising or corporate sales experience, marketing, and volunteer relations leadership. It is expected that candidates will possess a minimum of an undergraduate degree, with advanced degree preferred.

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

COMPENSATION/BENEFITS

The Council offers a competitive compensation plan commensurate with experience as well as a comprehensive benefits package including attractive time off. Medical, dental, life and disability coverage, and other features are available. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

COUNCIL JURISDICTION



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

HOW TO APPLY

Girl Scouts of Tropical Florida is an equal opportunity employer and encourages applications from members of diverse communities.

We urge interested candidates to apply as soon as possible to meet the Council's accelerated timetable for the selection of a new CEO. Applications will continue to be reviewed until this important position is filled. For *immediate* consideration, please e-mail your cover letter and resume along with salary history to:

Bob Perodeau, Principal
Evergreen Executive Source, LLC
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