

The Executive Source



Chief Executive Officer Girl Scouts of Southeast Florida

Service centers in Jupiter and Oakland Park
Position to be filled August/September 2016
Apply Now for Consideration!

Girl Scouts of Southeast Florida 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 current CEO, Denise Valz, has announced retirement and plans to lend her experience to onboard the new Chief Executive Officer (CEO) upon approval by the Board of Directors. This is a great opportunity to transition to a highly sought after CEO role and receive initial transitional guidance from an accomplished and innovative outgoing CEO.

THE ORGANIZATION

Girl Scouts of Southeast Florida is one of 112 councils nationwide, and is one of the 7 in Florida. The Council has current girl membership of more than 10,300 girls, over 5,000 adult volunteers, and a staff of 55 employees. Its annual operating budget is \$5+ million and it maintains service centers in Jupiter and Oakland Park, and three camp facilities to provide year-round engagement opportunities for girls, families, adult members, and community partners. All Girl Scout 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 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 implement 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 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

Under the incoming CEO, focus will continue on the following three objectives for the coming year:

- 1) Asset management and financial accountability, including both operational expenses and revenue enhancement,
- 2) Strategic engagement with organizations and institutions including partners and funders, and
- 3) Membership growth across all dimensions including age, geography, and diversity, of both girls and adults.

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

- Providing volunteers with an enhanced opportunity to serve girls of all populations and backgrounds.
- Encouraging increased use of technology to manage processes and engage staff, volunteers, members, and community stakeholders.
- Developing and cultivating relationships throughout all stakeholder groups to increase advocacy and support.
- Building a culture of employee and volunteer engagement to drive performance and deliver a customer-centric experience for our girls and adult volunteers.
- Ensuring effective use of facilities and properties.
- Demonstrating the highest personal qualities of integrity, judgment, adaptability and self-awareness.
- Inspiring others to be high performers by demonstrating leadership and courage, and by fostering a culture that encourages partnership between staff and volunteers.

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 7 years' comparable executive-level experience including P&L, and 8 or more years in leadership roles of progressive responsibility. The new CEO will have a demonstrated ability in skills relevant to fundraising, act as a visionary to the senior leadership team, and serve as an example of best management practices for the Council.

The CEO will be an individual of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and employs effective decision-making. The CEO will possess a style of leadership that 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 the region, 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 experience in nonprofit governance, marketing, financial acumen, and volunteer relations leadership. It is expected that candidates will possess a minimum of an undergraduate degree, with advanced degree and training desired.

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 girls and young women in this region

of Florida are encouraged to apply. If you share a passion for advancing the lives of girls, and meet the criteria set forth in this vacancy announcement to successfully lead this council, then we would like to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation plan commensurate with the qualifications and experience of the individual selected. There is a comprehensive benefits package, including generous time off, health, hospitalization, dental, vision, life, AD&D and short-term disability insurance options, 401(k) savings program, including company match, a flexible spending plan option, and other attractive features. Relocation support will be considered. Benefits are subject to change at the discretion of the Council.

THE COUNTIES AND AREA SERVED

Girl Scouts of Southeast Florida serves the following counties: Broward, Indian River, Martin, Okeechobee, Palm Beach, and St. Lucie. The council area ranges from urban areas such as Fort Lauderdale, to the smaller towns within Okeechobee County.



HOW TO APPLY

Girl Scouts of Southeast Florida 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 history to:

Bob Perodeau, Principal
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Providing executive recruiting services to Girl Scouts of the USA since 2001