

Evergreen Executive Source



Chief Executive Officer

Opportunity to work from service centers:

Cincinnati, Dayton, Lima, and Toledo

Position To Be Filled December 2022

Apply Now for Consideration!

Girl Scouts of Western Ohio (GSWO) 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 Western Ohio is the sixth largest council in the nation and the largest council in Ohio, serving girls in 30 counties in western Ohio and two in southeastern Indiana. The Council has a current membership of 24,170 girls, 10,162 valued adult volunteers, and a staff of 138 full- and part-time employees. The Council operates four service centers and six camps. Its annual operating budget is \$14.1 million. While participating in the Girl Scout Leadership Experience, Girl Scouts gain important skills in four areas: STEM (science, technology, engineering, and math), the outdoors, life skills, and entrepreneurship. Girl Scouts also helps girls develop behaviors, skills, and traits critical for a lifetime of leadership including a strong sense of self, positive values, challenge seeking, healthy relationships, and community problem solving skills. All Girl Scout programs and activities are designed to challenge and prepare girls for a future of leadership and achievement.



THE OPPORTUNITY

The CEO, in partnership with the board of directors, will enhance the outcomes of all council operations to serve as a national example of excellence 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. Importantly, the CEO will ensure that diversity, equity, and inclusion (DEI) are core values within the Council's activities and functions, promoting opportunities for participation in every aspect of Girl Scouting for all girls.

Responsible for stewardship of the Council's human, material and fiscal assets, the CEO will provide 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 myriad programs. 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

The CEO will provide visionary leadership to accomplish the following:

- Effective execution of the GSWO mission, vision, and strategy that focuses on girl-centric programs, member growth, retention, and engagement.
- Embed Diversity, Equity, and Inclusion into operations, policies, procedures, and decision making at all levels of the organization.
- Create, execute, and evaluate fundraising strategies to achieve a diverse and balanced earnings portfolio that includes both philanthropic and program-generated revenue.

CEO QUALIFICATIONS

The ideal candidate will possess outstanding dedication to the mission of youth development. In addition, this individual's strengths will include broad based business skills with a minimum of seven years of comparable executive-level experience including P&L, and ten or more years in leadership roles of progressive responsibility. The individual selected will demonstrate the ability to build and support a high-performing board. The CEO will have demonstrated skills appropriate to fundraising and external relations and the fiscal management of budgets of a significant size. The ability to model leadership skills in the management and development of staff and volunteer leaders is essential. Exceptional communications skills are required.

The CEO will be a person of strong ideals and integrity who has a combination of visionary, strategic, and operational planning abilities to lead the Council. The CEO will possess a style of leadership that is empowering, embracing partnerships, is collaborative, and inspires stakeholders to achieve their highest potential, all the while satisfying accountability measures mutually agreed upon with 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 the CEO have a strong commitment to serving girls from all family, community, and economic backgrounds representing the diversity of the counties served.

The CEO will possess a minimum of an earned bachelor's degree, ideally in a business field such as administration, communications, nonprofit management, and organizational management, with advanced degree and/or training a plus.

Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds, dedicated to providing world-class development opportunities for girls and young women are encouraged to apply. If this is your background, and you share our passion for the mission and goals of Girl Scouts, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits plan. It provides a comprehensive benefits package which includes medical, dental, vision, life, AD&D, short and long term disability insurance, a Health Reimbursement Arrangement, flexible spending accounts, as well as attractive personal time off. Other features include a retirement savings plan with an employer contribution. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

COUNCIL JURISDICTION



COUNCIL WEBSITE: <https://www.gsw.org/>

HOW TO APPLY

Girl Scouts of Western Ohio 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 in a timely manner. For consideration, please email your cover letter and resume to:

Bob Perodeau, Principal
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Voice (800) 286 4009 www.egreensource.com

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