



Position Description

CHIEF EXECUTIVE OFFICER

GIRL SCOUTS OF GREATER LOS ANGELES (Los Angeles, California)

GIRL SCOUTS OF GREATER LOS ANGELES:

Girl Scouts of Greater Los Angeles (GSGLA) is the largest girl serving organization in Southern California, and Girl Scouts is the world's preeminent leadership development organization for girls, with a mission of *building girls of courage, confidence and character, who make the world a better place.*

GSGLA is dedicated to inspiring girls everywhere to reach their full potential and become leaders in our world. It is the 4th largest of the 112 councils in the country. GSGLA's dynamic Executive Leadership Team and Board of Directors are united in their focus on serving girls and adult volunteers throughout a 6,200 square mile jurisdiction. In the diverse communities of Los Angeles County and parts of Kern, San Bernardino and Ventura Counties, 160 full time and 90 + seasonal Council staff work with over 46,000 girl members and more than 23,000 volunteer members to recruit and retain membership, deliver the Girl Scout leadership experience, execute product program, organize retail sales, and assure the business of Girl Scouting supports the programs of today's girls. GSGLA currently operates 20 properties including two mountain camps, ten multi-use program centers throughout the region and seven service centers that span Greater Los Angeles and are headquartered in Downtown LA. GSGLA offers proven programming to meet the current and comprehensive needs of girls from all backgrounds, proactively creating opportunities where girls can realize their full leadership potential. This is the Girl Scout Leadership Experience (GSLE) – a collection of age-appropriate, hands-on programming centered on our four program pillars: Life Skills, STEAM, Entrepreneurship, and Outdoors.

After celebrating 107 years of service to girls, Girl Scouts continues to stay relevant to the needs of society by empowering girls and young women. GSGLA is dedicated to transforming the leadership landscape and breaking down the barriers that hinder girls from achieving success. For the last three years, GSGLA has had year over year membership growth, been the largest cookie program in the country and created innovative new programs focusing on older girls. The Gold Award is the highest honor a girl can achieve in Girl Scouting and it takes high school Girl Scouts over 80 hours of project management, community service, fundraising and leadership application to earn this prestigious award. This year, GSGLA's annual Gold Award Ceremony will celebrate 326 Gold Award Girl Scouts, the largest group in the nation. Outdoor programs continue to be important to GSGLA

and a \$14.5 million construction project began in Spring 2019 at Camp Lakota which is expected to open for residential camping in June 2020.

For over a century, Girl Scouts has engaged and inspired generations of leaders. Girl Scouts of the USA's [proven programs](#) have helped develop the leadership skills of more than 60 million alumnae who have gone on to shape the course of our nation's history. GSGLA continues in this grand tradition, providing girls and young women with the values, life skills and tools they need to discover themselves, connect with others and take action to change the world. For more information, please visit www.girlscoutsla.org.

POSITION SUMMARY:

The Chief Executive Officer (CEO) has the ultimate accountability for the successful performance and results of GSGLA; providing overall leadership, strategic direction, energy and vision for the development and achievement of the organization's mission *to build girls of courage, confidence and character who make the world a better place*. The CEO is responsible for planning and executing the long-term strategic plan and the operational goals to support the plan, and for the organization's effectiveness, financial stability and growth to achieve these goals. Through the Executive Leadership Team (ELT), the CEO is responsible for all aspects of internal and external operations; including Mission Delivery, External Relations, Finance and Administration, and Board Relations. The CEO will have responsibility for a \$22.5 million budget, \$18 million of which comes from the cookie/product programs.

In partnership with the Chair of the GSGLA Board of Directors, the CEO is responsible for supporting and enhancing the Board's governance and fundraising activities; including meetings, retreats, committee and task force work plans, communications, Board recruitment, orientation, annual self-assessment and development.

The CEO is the identifiable leader of the organization, working with the Board, ELT and (or) Senior Management Team, staff and external partners to create visibility and a compelling position in the marketplace for the Girl Scout Movement and the Council.

In addition to providing leadership to the Council, support to the Board and local market visibility, the CEO is the coordinator and primary liaison to Girl Scouts of the USA (GSUSA) and the 111 other Girl Scout Council CEOs, serving on national advisory groups, the "Ten Largest Councils" group, and providing coordination, leadership and advice to the national executive staff and the national Board as needed.

RESPONSIBILITIES:

Setting Organization Vision, Strategy, Direction, and Structure

Lead GSGLA and the Girl Scout Movement with visible, charismatic leadership and representation for the Council throughout the region, and open new doors for membership, funding and

governance capacity. Demonstrate passion for the mission and for working with girls and young women.

Develop, implement, oversee and refine a flexible and evolving strategic plan for the Council, incorporating strategic learning and continuous evaluation to assure growth and responsiveness to changes in the market, leveraging available internal and external resources.

Financial/Operational/Organizational Management

Through the Chief Financial and Administrative Officer, lead ongoing oversight of all financial matters, including capital and operating budgets to assure financial growth, while protecting the long-term financial stability of the organization. Responsible for achieving and maintaining budgeted targets, prudent reserves, investments, cash flows, internal controls and overall financial integrity of the organization.

Provide overall integration of all internal and external operations of the Council including Mission Delivery (membership, data analytics and volunteer support services, program, product and retail); External Relations (fund development, marketing and communications, legislative advocacy); and Finance and Administration (properties, human resources, information technology, finance and risk management).

Through the Chief Mission Delivery Officer, guide staff in the development and implementation of innovative, girl-centric programs with measurable metrics and outcomes utilizing well-maintained properties that respond to the diverse needs of the Greater LA region in a financially responsible manner.

Through the Chief Financial and Administrative Officer, implement effective talent management using performance planning/management/assessment/coaching systems for staff, including ongoing communications, training/development, performance management and operating policies, and procedures consistent with legal requirements, code of ethics, commitment to diversity and community practice standards.

External Relations

Develop and maintain a positive working relationship with the Board and community members to assure governance functions are carried out effectively. Provide support, tools, direction and partnership to the Board Chair in her/his leadership role. Working through the ELT, assure all Board committees and task forces are efficiently staffed, managed and developed. With support from the Board Liaison/Executive Assistant to the CEO, provide direct staffing to the full Board, the Executive Committee and the Board Development (Governance) Committee and arrange orientation for new Board and community members. With support from the Fund Development staff, provide tools to help Board meet their fundraising goals.

Through the Chief External Relations Officer, persuasively lead and support all Council external and internal fundraising efforts, including cultivating and stewarding relationships to achieve results with corporations, foundations, major donors, Girl Scout alumnae, individuals, Board and staff.

Provide visibility at all Council signature fundraising events, articulating the vital importance of financially supporting the organization.

Oversee and drive the growth of Council membership to engage girls, parents, volunteers, and the community through advancing and increasing the recruitment and retention of qualified volunteer leaders, supporting the Council's commitment to diversity and inclusion.

Act as a valued thought partner, subject matter expert and liaison between the Council and the GSUSA.

Culture

Develop and maintain a strong senior management team and lead them in recruiting, retaining, coaching and enhancing a high-quality staff throughout the Council to integrate and support all of its departments and functions. Provide coaching support as needed. Attract and acquire critical talent while retaining and motivating those already on board.

DESIRED SKILLS, EXPERIENCE AND QUALIFICATIONS:

The CEO will be a compelling and visionary leader who will champion the mission of Girl Scouts of Greater Los Angeles. A natural relationship builder, the CEO must be an empowering and motivating manager, a collaborative thinker, and a problem solver who can drive change. The CEO will have outstanding written and oral communication skills and the ability to move an organization forward by inspiring and motivating people with creativity, energy, focus and a sense of humor. The CEO must have demonstrated solid general management skills including extensive leadership experience with strategic planning, change management, systems integration, internal and external operations, fundraising and personnel management. The ideal candidate will have at least ten years of experience in a senior strategic leadership position in a large, complex and diverse organization with multiple constituencies. Although the individual could come from a variety of fields and disciplines, it is highly preferred that the CEO have experience working or living in Los Angeles. Significant prior experience with board governance and volunteer development is desirable. The CEO should possess the ability to speak publicly, communicating a sincere passion for the mission of the organization and have proven fundraising experience (either within a nonprofit organization or as a board member). Ideally, the successful candidate will have access or connections to key decision makers and people of influence in this community. An aptitude and understanding of current and emerging technologies will be important for the CEO not only in terms of relevancy for programs, but also in connecting with the Girl Scout community. The CEO must be diplomatic yet decisive and possess the ability to integrate, adapt, and change and be able to influence other constituencies to work in collaboration toward common goals. Patience, empathy, and curiosity are qualities that would be valued. The CEO must be a leader who is authentic, transparent and inspirational to serve as a role model to girls, volunteers and staff.

Additional requirements include:

- A passion for the mission of Girl Scouts and leadership development for girls.
- A positive attitude, a strong work ethic, integrity and honesty.

- An inclusive, inspiring and empowering leadership style that endorses teamwork and open, transparent communication.
- Adaptability and willingness to thrive in an ever-changing and fast-paced environment.
- Sensitivity to employee diversity in the workplace.
- Behavior that demonstrates respectful treatment of other employees, volunteers and girls.

EDUCATION:

A bachelor's degree is required; a graduate degree is preferred.

COMPENSATION:

Annual compensation will be competitive and relocation assistance, if needed, is negotiable. A comprehensive benefits package will be provided.

TO APPLY:

Please direct inquiries, nominations, and applications, including resume and a compelling letter of interest in confidence to:

Karin Berger Stellar
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Morris & Berger
500 North Brand Boulevard, Suite 2150
Glendale, CA 91203
Telephone 818-507-1234

Electronic submission is encouraged.