

Evergreen Executive Source

girlscouts of central maryland

Chief Executive Officer

Baltimore Headquarters

Position to be filled in first quarter 2024

Apply immediately for consideration!

Girl Scouts of Central Maryland announces a search partnership with Evergreen Executive Source, LLC to identify candidates and advise on the 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 courtesy and confidentiality.

THE ORGANIZATION

Girl Scouts of Central Maryland provides leadership programming, in a safe all-girl, girl led environment, for girls residing in Baltimore City, Anne Arundel, Baltimore, Carroll, Harford, and Howard counties. The Council offers every girl a chance to prepare for a lifetime of leadership, adventure, and success. Membership as of September 30, 2023 was over 10,000 girls, supported by dedicated adult volunteers numbering 6,400. There are 49.5 full-time equivalent staff. The Council has an annual operating budget of \$5.2 million, and operates the Headquarters/program center in Baltimore, and three camps.



THE OPPORTUNITY

The CEO will act in partnership with the Board of Directors to enhance the outcomes of all council functions. The CEO will direct the organization's strategic plan through the formulation and implementation of short to long-range strategic objectives and actions needed to achieve the Council's goals. The new CEO will inspire, align, and lead a high performing team, ensuring that diversity 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, communities, and volunteers in the Council's large 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. The CEO also interacts with council members by traveling throughout the entire geographic area and attending events and programs, which may occur during evening and weekend hours.

CRITICAL GOALS

Key objectives for the CEO in the coming year include:

- Stabilize financial operations and diversify revenue to be less dependent on the annual cookie sale.
- Improving member engagement and staff retention.
- Drive membership growth and retention.
- Work with the Board and key stakeholders to develop a strategic plan based on the current strategic framework.
- Continue moving the development of Camp Woodlands forward.

CEO QUALIFICATIONS

The ideal candidate will possess an outstanding dedication to the nonprofit sector, with exposure to youth-serving programs. In addition, this individual's strengths will include broad-based business skills with a minimum of seven years' comparable executive-level experience including P&L, and ten or more years in leadership roles of progressive responsibility. The new CEO will have demonstrated ability in fundraising and/or direct sales skills and experience, and fiscal management of significant budgets demonstrating the ability to manage the Council's budget. The ability to model leadership skills in the management and development of paid staff and volunteer leaders is essential.

The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities to lead the Council. The CEO will possess a style of leadership that is transparent, 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 Baltimore area, 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. We are seeking an individual who will bring optimism, collaboration, and solutions to the role of CEO.

Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. The CEO is expected to possess a minimum of an earned bachelor's degree, with advanced education and training desired.

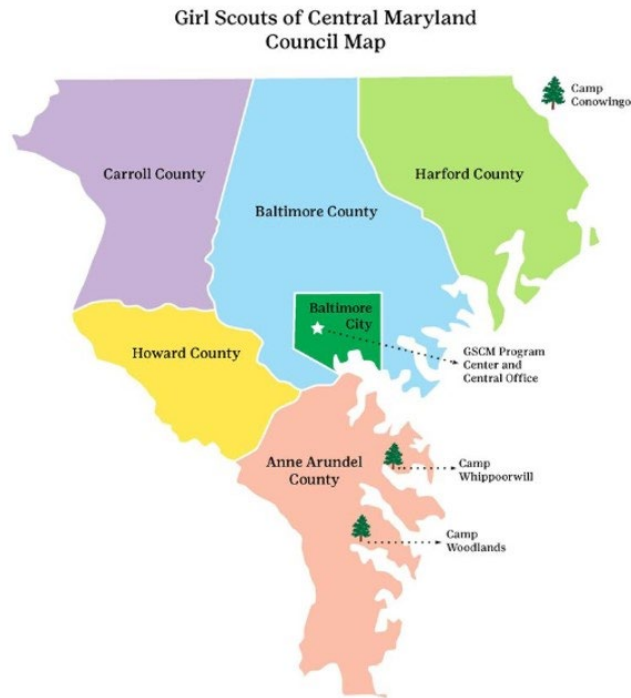
Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in Central Maryland are encouraged to apply. If this is your background, and you share a passion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

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits plan with annual pay commensurate with experience. It provides a comprehensive benefits package that includes medical, dental, vision, short and long-term disability, and life insurance, as well as a Health Reimbursement Arrangement, Flexible

Spending Account, and offers a 403 (b) Plan. Other features include an Employee Assistance Program and attractive personal time off. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

COUNCIL JURISDICTION



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

HOW TO APPLY

Girl Scouts of Central Maryland 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 to:

Bob Perodeau, Principal
Evergreen Executive Source, LLC
E-mail: evergreen.source@att.net
Voice (800) 286 4009 <https://egreensource-exec.com/>

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