

# Evergreen Executive Source



## Chief Executive Officer

Fresno Headquarters

Position to be filled Fall 2018

*Apply immediately for consideration!*

Girl Scouts of Central California South 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 Central California South is the preeminent organization serving the interests of girls in Fresno, Kern, Kings, Madera, and Tulare counties, seeking to bring out the greatness in every girl, empowering her to pursue her dreams, and make the world a better place. The Council has current membership of 10,800 girls, 3,200 valued adult volunteers, and a staff of 42 full- and part-time employees. It has an annual operating budget of \$4.2 million, and operates facilities in Bakersfield, Fresno, and Visalia. At Girl Scouts, girls unleash their inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)<sup>™</sup> through a collection of engaging, challenging, and fun activities like earning badges, going on awesome trips, selling cookies, exploring science, getting outdoors, and doing community service projects. All Girl Scouting programs and activities 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 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. 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 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.

## CRITICAL GOALS

Key objectives for the incoming CEO in the coming year include:

1. Ensure growth of girl membership with the new Salesforce system and a new model for the Girl Scout Connect Program (outreach).
2. Serve as the public face of Girl Scouts within our Council service area and actively promote the mission of Girl Scouts, educate the general public about the Girl Scout programs and the value of those programs to our communities.
3. In conjunction with the Board of Directors, actively promote a Culture of Philanthropy throughout the organization, transitioning the Council from reliance upon product driven sales to a community based philanthropic support that recognizes the value of the Girl Scout program and actively supports it financially.

## 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 five 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 of \$4.2 million. 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 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 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 degree and relevant 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 California 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 which includes medical, dental, long-term disability and life insurance, as well as attractive personal time off. Other features include a 401k plan with up to 2 percent match. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

## COUNCIL JURISDICTION



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

## HOW TO APPLY

Girl Scouts of Central California South 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](mailto:evergreen.source@att.net)  
Voice (800) 286 4009 [www.egreensource.com](http://www.egreensource.com)

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