

Vice President - Volunteer Development and Regional Mission Delivery

Council: Girl Scouts of Greater Los Angeles

Job Location: Option of Marina del Rey or Long Beach, California

Employment Type: Full-Time (Regular)

Job Summary

Girl Scouts of Greater Los Angeles (GSGLA) is committed to excellence in serving its 41,000 girl members through pacesetting girl-led programs. With the aid of an exceptional group of 24,000 committed volunteers and 150 dedicated staff, the Council helps girls develop qualities like leadership and strong values, social conscience and conviction that will serve them all their lives.

As part of a national transformation to ensure that Girl Scouts continues to be the premier leadership experience for girls of the 21st century, in December 2008, six Los Angeles-area councils merged into a new high-capacity, high-performance council. GSGLA's dynamic Board of Directors, CEO, and Senior Leadership Team are united in their enthusiasm for serving the market's potential of one million girls across the three counties and 4,000 square miles of its jurisdiction. Their work is strengthened and enhanced through partnerships with myriad community groups, businesses, and other non-profit organizations.

GSGLA is seeking a seasoned and strategic leader to serve as its Vice President – Volunteer Development and Regional Mission Delivery. This individual directs and manages the Council's volunteer life cycle programs including recruitment, on-boarding, training, assignment to council operational groups, assessment, counseling, and retention. The VP-VDRMD will work from a choice of the Marina del Rey or Long Beach facilities, oversee a staff of 12 across the entire council, the volunteer corps, and will be responsible for an operating budget of \$550k. In addition, the VP-VDRMD will have office management and mission delivery responsibilities encompassing the two regional offices in Marina del Rey and Long Beach. These duties include day to day administration and direct responsibilities for local general operations while maintaining direct responsibility for functional field staff for volunteer life-cycle duties across the council.

The VP-VDRMD will be instrumental in the success of the Council in raising the number, quality and diversity of volunteers in an innovative environment that values the mission of Girl Scouting, recognizes the challenges volunteers face in dedicating time to the mission, and finds ways to capitalize on the strength of those who volunteer, including traditional and non-traditional roles. Of particular importance in 2012 is the implementation of a new volunteer management process including computer support system. This position has a "mission critical" role within this outstanding council.

Working in partnership with the Senior Management Team, the VP-VDRMD has the following responsibilities:

Volunteer Life Cycle Management – Council-wide Role

Regional Mission Delivery – Marina del Rey and Long Beach Service Areas

- Coordination of volunteer planning with senior leadership team members and key internal staff
- Implementation of a new volunteer management process including computer system
- Recruitment of volunteers into various pathways and channels of opportunity for participation, including specialized assignments
- Promotion of council volunteer opportunities to the extensive greater Los Angeles racial/ethnic, socioeconomic and religious communities as well as individuals who have disabilities
- Oversight of the on-boarding process including background and reference checks, and initial training
- Management of the on-going training of volunteers to meet new program standards and specialized needs
- Measurement of volunteer performance and individual and volunteer team satisfaction to elicit ideas for improved volunteer service to girls
- Maintenance of community relationships and contacts to support volunteer recruitment efforts
- Office management of Marina del Rey and Long Beach service areas to provide day to day administration for mission delivery
- Other duties as assigned.

Job Qualifications

A picture of the successful candidate will show:

- Five years of managerial experience, budget responsibilities, and project-management

- Minimum 3 years in non-profit organizational responsibilities; experience in some aspect of Girl Scouting is highly desirable
- Dedication to customer service in all interactions, understanding of and experience in the volunteer environment
- Able to lead others in a strategic, action-oriented manner
- Effective decision-making with a high level of personal integrity and professionalism
- Team building and collaborative skills
- Proven communication skills to be effective at all levels of the organization
- Dedication to diversity and proactive in promoting diversity across all initiatives
- One who leads by example; self-motivated and energetic
- Demonstrates commitment to the Girl Scout Mission
- Undergraduate degree required; masters degree a plus.

How to Apply

Girl Scouting is strongly supportive of a multi-cultural society, and serves the interests of girl members from all communities. Individuals representative of our multi-cultural society are encouraged to explore this extraordinary opportunity. For consideration, please email your cover letter and resume (preferably as Microsoft Word attachments), along with salary requirements to:

Robert Perodeau, Principal

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