

## **CHIEF MISSION DELIVERY OFFICER**

### **GIRL SCOUTS SAN DIEGO**

Girl Scouts San Diego is seeking a collaborative, creative and entrepreneurial leader to serve as Chief Mission Delivery Officer. As part of the largest girl-serving nonprofit in the country, Girl Scouts San Diego (GSSD) builds girls of courage, confidence, and character, who make the world a better place. For a century, GSSD has been dedicated to inspiring girls everywhere to become leaders in our world. With the help of more than 11,200 volunteers, GSSD serves 23,000 girls in grades K-12 through the service area of San Diego and Imperial Counties. GSSD's 114 staff and seasonal camp employees work with girls and volunteers to recruit and retain membership; develop, organize and deliver programs; execute retail sales; maintain five properties, including two camps, and assure the business of Girl Scouting supports the needs of today's girls. For more information, please visit [www.sdgirlscouts.org](http://www.sdgirlscouts.org).

Reporting to Chief Executive Officer, the Chief Mission Delivery Officer (CMDO) will manage approximately 80 full-time and part-time staff in the headquarters as well as at two mountain camps and two field based locations. The CMDO will have responsibility for a budget of approximately \$10 million of a \$12 million operating budget, with oversight of the Council's most important source of funding – product program revenue, which includes the Girl Scout Cookie program. Success in this position requires the ability to manage human capital in a highly decentralized environment through volunteers, managers, and staff in the field. Recognition of the fundamental and strategic importance of the large corps of volunteers is essential. The CMDO spearheads the development of a comprehensive, multifunctional, integrated plan for program enrichment, membership growth and retention, and volunteer engagement and development. As a key member of the CEO's Senior Management Team, the CMDO will participate in setting strategic direction and implementing local and national initiatives. The CMDO should have a minimum of seven to ten years of progressively responsible senior management experience that would suggest success in a mission-driven and community oriented organization. Experience in volunteer development and management is highly desirable. A background in youth leadership development would be highly beneficial. Although the successful candidate will probably have solid experience in a senior leadership position in a nonprofit organization, it is also possible that candidates could come from the for-profit sector as well. A bachelor's degree is required with MBA (or equivalent) preferred.

Girl Scouts San Diego has retained Morris & Berger to conduct the Chief Mission Delivery Officer search. To view the full position description and apply, please submit application, including resume and a letter of interest, in confidence to Morris & Berger through their website: <http://www.morrisberger.com/currentsearches/girlscoutscmdo>.