

GIRL SCOUTS OF CONNECTICUT

Position Title: Sr. Director, Program Services

Reports To: Chief Operating Officer

Location: North Haven, CT

POSITION SUMMARY:

He/she provides management oversight and leadership for property management, program and product sales service delivery to girls. The Senior Director is accountable for the comprehensive design, management and implementation of strategic and operational plans to extend and deliver Girl Scout program throughout the state of Connecticut. Develops comprehensive product sales plans that ensure successful implementation of the product sales programs on all levels and is focused on the achievement of council goals.

The Senior Director is a vital member of the executive team, working closely with the COO and all team members on strategy, branding, strategies and marketing campaigns.

MAJOR ACCOUNTABILITIES:

- Provides leadership and direction to establish short and long-term goals, objectives and plans for council program services.
- Develops and implements strategic initiatives focusing on the following:
 1. Increased girl retention through innovative and relevant program options.
 2. Directs the planning and administration of services for girl programs including substantial product sales (currently estimated at 12 million) and oversight of all camp program and facilities in an atmosphere of understanding and appreciation of diversity within Girl Scouting.
 3. Keeps abreast of trends and issues in the community affecting girls and council services to implement diversity strategies that systematically address underserved areas achieving parity across markets.
 4. Supports and promotes all aspects of Girl Scouting for the council by serving as a spokesperson for the movement.
 5. Provides management oversight to ensure the highest level of safety standards established by GSUSA, the ACA and/or law enforcement agencies are met.
- Assesses human resources and staffing needs and costs for budget allocation and contributes to the council's corporate planning process by formulating council program and product sales goals.
- Develops and manages sizeable budget and has oversight of a large, geographically dispersed staff team.

- Coordinates and integrates with other department operations to ensure successful implementation of programs, product sales, events and delivery systems.
- Contributes towards the effectiveness of the council's AA/EEO commitment by ensuring that program and product sales plans reach out to all racial/ethnic groups and provides equal access-by acquiring knowledge and understanding of affirmative action and by exhibiting a nondiscriminatory attitude in all internal and external working relationships.
- Directs and implements the council product sales in a manner that enables girls to derive program benefit from the experience and produces financial benefit to the council and troops.
- Leads the interpretation of community assessments to develop innovative outdoor programs to meet the needs and interest of current and potential Girl Scouts members.
- Markets Girl Scout programs to all segments of the council's jurisdiction by planning and implementing strategies for the cultivation, recruitment and retention of girl members.
- Provides management oversight, leadership and strategic planning for the Facilities Department (all properties owned, leased and rentals by Girl Scouts of Connecticut).

SKILLS AND COMPETENCIES:

The ideal candidate will possess a minimum of 5 years experience in a management position that includes supervision of employees and budget/planning and 3 years experience in working on a senior management team. Key competencies are knowledge/expertise in all matters relating to managing Girl Scout programs with a special emphasis on outdoor programs and product sales. The ability to work with volunteers, contract management, strong written and oral communication skills, vendor management, goal setting and achievement of stretch goals are required. Must have the ability to travel throughout the state and accommodate a flexible work schedule.

EDUCATION:

Bachelors Degree/Masters preferred in management, marketing, or other related fields or equivalent experience.