

# Evergreen Executive Source



## Chief Executive Officer

### Headquarters located in Albuquerque

Position to be filled early 2020

Apply immediately for consideration!

*¡Bienvenidos todos al mundo de las Girl Scouts!*

Girl Scouts of New Mexico Trails 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 more than a decade on the behalf of Girl Scout Councils across all regions of the country. All information provided to Evergreen will be treated with the utmost confidentiality.

## THE ORGANIZATION

Girl Scouts of New Mexico Trails is the preeminent organization serving the interests of girls ages 5-18 in Central and Northern New Mexico, with current membership of 3,500 girls and 2,000 volunteers. With 29 full- and part-time staff, the Council has an annual operating budget of \$2.9 million. Headquartered in Albuquerque, the Council covers 74,500 square miles in 23 counties throughout New Mexico. It operates two additional service centers in Farmington and Santa Fe and two camp properties, to provide year-round engagement opportunities for girls, families, adult members and community partners. All Girl Scouting programs and activities – from camping to computing, arts to engineering, service projects to field trips – 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

strategic objectives and actions needed to achieve the Council's goals. In addition, the CEO will ensure 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, 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

Successful measures of accomplishment will be determined in the following areas:

- Ensure execution of council mission delivery goals including quality programming, leading staff effectively and girl and volunteer membership satisfaction.
- Bring strong skills in leading a volunteer membership-based organization with effective financial business management practices.
- Increase individual and public support revenue, diversifying council revenue streams to lessen the dependence on the cookie program.
- Increase girl membership growth against all dimensions: geographic, age, ethnicity, etc.
- Directly guide philanthropy mission through active participation in fundraising to support continued Camp Elliot Barker capital campaign.
- Provide strategic land stewardship oversight of two iconic camp properties.
- Actively participate in the community to promote girl scouts, presenting the face of our modern Girl Scout movement.

## 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 skills and experience in fundraising and/or direct sales with fiscal management of budgets in excess of \$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. Spanish language ability is a plus. The CEO is expected to possess a

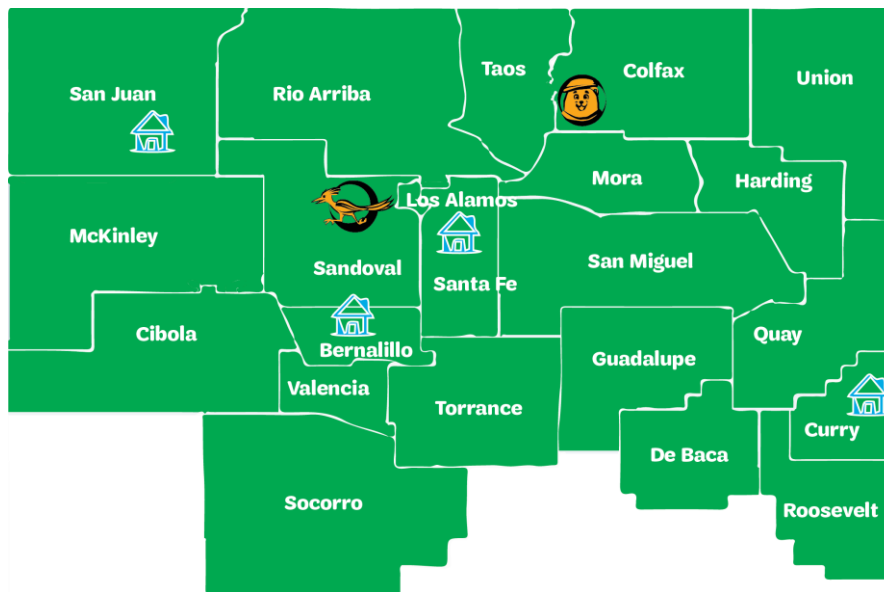
minimum of an earned bachelor's degree, or equivalent combination of education and specialized training.

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 New Mexico 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 plan commensurate with the qualifications and experience of the individual selected. The benefit package includes generous time off and comprehensive insurance plans available for employee and family. Relocation support will be considered.

## COUNCIL JURISDICTION



Council website: <https://www.nmgirlscouts.org/>

## HOW TO APPLY

Girl Scouts of New Mexico Trails is an equal opportunity employer.

We encourage expressions of interest as soon as possible to accommodate the Council's need to fill this important position in a timely manner. 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*