

# Evergreen Executive Source

**girlscouts**   
of montana  
and wyoming  
**Director of Membership**  
Headquarters: Billings, MT  
This is an immediate opening.

## THE OPPORTUNITY

Girl Scouts of Montana and Wyoming is an independent 501(c)(3) nonprofit organization, chartered by Girl Scouts of the USA to deliver Girl Scout programs and inclusively serve girls from all communities and income levels. There are currently over 6,500 girls and over 2,300 adult volunteers, with the opportunity to serve many more. There are 37 staff. The Council's budget is \$4.2 million, and its combined facilities include two offices, three resident camps, three day-camps, and six Scout Houses. Girl Scouts of Montana and Wyoming is where girls bring their dreams to life and work together to build a better world.

Reporting to the Chief Operating Officer, the Director of Membership (DM) will manage 14 staff, both on-site (3) and remote (11). This individual is responsible for developing membership of girls and volunteers. This includes the formulation of plans and campaigns for recruitment, placement, and retention. This position provides strategic visioning, creative solutions, and strong leadership skills to volunteers including service unit leaders, and field staff in a highly decentralized environment.

Principal objectives for the DM are in:

- Increasing and retaining girl and adult membership
- Year round planning, execution and review of membership development programs and results
- Makes effective use of technology to plan and monitor membership development efforts
- Stays on top of trends in the marketplace
- Reaches out to educators, faith-based institutions and other allied groups
- Upholds diversity and pluralism as a core value of the Council



## PROFESSIONAL EXPERIENCE/QUALIFICATIONS

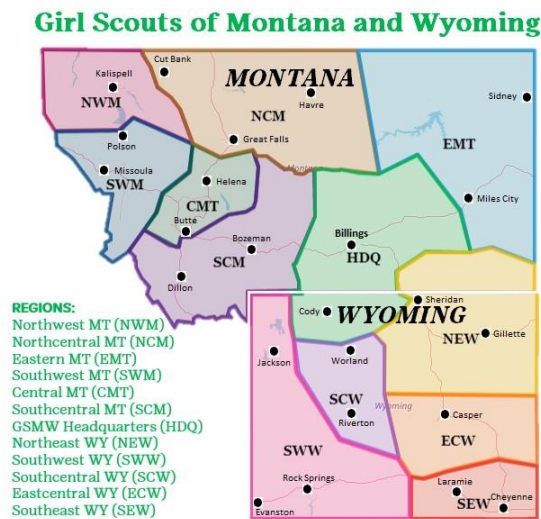
Candidates for the position of Director of Membership are expected to have a minimum of five years of progressively responsible field and supervisory experience such as operations relating to membership, recruitment, and events management. Experience in managing departmental budgets is a plus. A minimum of a bachelor's degree is optimal.

This position requires demonstrated skills in areas including project management, marketing, and the application of tools such as Salesforce, for the planning and monitoring of goals, objectives, and results. Candidates must be persuasive, engaging, and able to inspire public support for the Council, resulting in increased membership of girls and adults. The DM ensures that recruitment strategies and plans are consistent with the philosophy and mission of Girl Scouts and the Council's strategic objectives.

Critical abilities:

- Collaborative and empowering style in working with multiple stakeholder groups and community organizations
- Depth of experience in problem solving, judgment and decision-making
- Personal attributes of integrity, responsibility, self-awareness, and ethical conduct
- Passion for the Girl Scout vision and mission
- Ability to work a flexible schedule including evenings and weekends; occasional travel throughout the Council jurisdiction

## COUNCIL JURISDICTION



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

## COMPENSATION/BENEFITS

The Council provides a competitive salary and benefits package, which includes medical, dental, vision, life, and long-term disability insurance, along with a flexible benefit plan, a 403(b) plan, an Employee Assistance Plan, and attractive time off. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

## HOW TO APPLY

Girl Scouts of Montana and Wyoming is an equal opportunity employer.

We urge interested candidates to apply as soon as possible to meet the Council's timetable for filling this important and exciting position. Applications will continue to be reviewed until this position is filled. For *immediate* 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-exec.com](http://www.egreensource-exec.com)

*Providing executive recruiting services to Girl Scout Councils nationwide since 2001*