

The Executive Source

Vacancy Announcement

TITLE: Chief Operating Officer - COO
To lead strategic process and program implementations.

COUNCIL: Girl Scouts of Southwest Texas
Headquarters: San Antonio
Serving girls in 21 counties in Southwest Texas

¡Bienvenidos todos al mundo de las Girl Scouts!

GOALS: The Girl Scouts of Southwest Texas has an immediate need for an exceptional individual as its new Chief Operating Officer. Reporting to the Council's Chief Executive Officer, the COO directs the Council's process improvement initiatives to implement a high-capacity model of organization. The goal is to implement ambitious program and leadership development opportunities for girls in Southwest Texas. The COO will assess organizational performance, identifying opportunities for cross-functional teams and implementing a collaborative work environment. As a member of the senior leadership team, the COO will collaborate in planning, organizing and evaluating the work of the Council, developing budgets and managing cost centers. The COO will play a key role in preparing operational plans in collaboration with other Council leaders.

BACKGROUND: Required is a minimum of 5 years' executive experience with demonstrated success in leading change management initiatives. Key indicators for success in this position include excellent interpersonal and communication skills, the ability to work with multiple levels of stakeholders on a number of process initiatives simultaneously, and the drive and determination to meet mutually agreed upon goals and timelines. The candidate must be able to perceive the vision and think strategically about its realization. The ability to motivate staff and volunteers to achieve corporate strategic objectives is essential. The successful candidate will have a minimum of an undergraduate degree, with advanced degree and/or training preferred. Ability to communicate in Spanish is advantageous.

STATISTICS: 19,000+ girl and 8,000+ dedicated adult members. Council jurisdiction includes 21 counties in Southwest Texas, ranging from Val Verde and Maverick counties in the west to Gonzales county in the east, including the great city of San Antonio. The nation's seventh largest city, San Antonio is a vibrant and culturally rich community that offers all the benefits of a thriving metropolitan city. The Council's budget is approximately \$5.3 million. Council facilities include the Sally Cheever Girl Scout Leadership Center in San Antonio (principal office), two Hill Country residence camps, a service center near downtown San Antonio, and 5 Girl Scout Houses in satellite locations.

