## Evergreen Executive Source

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## **Outdoor Experience Director (full-time)**

**Job Location:  Houston**

**THE OPPORTUNITY**

Our mission is to provide programs in safe environments for all girls to develop their leadership skills in challenging and engaging experiences. In Girl Scouts, girls learn what it takes to be a leader by discovering a positive value system and a strong sense of self, connecting with others, building healthy relationships, identifying causes that are meaningful, and taking action to make the world a better place.



Partnering with staff colleagues and volunteers, the Outdoor Experience Director is responsible for ensuring girls and volunteers experience quality outdoor adventures to support development of life and leadership skills based on the Girl Scout Leadership Experience model. Council goals and objectives will be achieved by developing, leading and supporting a broad portfolio of programs including camping and backpacking, equitation, aquatics, sailing, challenge course, shooting sports and more. This role will have significant responsibility for implementing our newly adopted Every Girl Outdoors strategy including development of new programs and partnerships, and change management leadership with our membership as we undertake our new property and program portfolio strategy.

First year objectives include:

1. Lead and supervise growth and customer-centric strategies for a portfolio of high-quality weekend camping, special interest group, resident camp and day camp programs through volunteer-led and staff-led models at San Jacinto’s camps (nine locations) and resource centers. Develop and administer appropriate operating plans, budgets, performance metrics, and program goals to achieve council strategies.
2. Develop partnerships to support high-quality, progressive programmatic experiences that align with the Council’s Every Girl Outdoors strategy and portfolio vision.
3. Develop and ensure effective risk management plans are implemented including compliance with state and local regulations, Girl Scout policies and procedures, and ACA accreditation standards across a range of programs.

The Outdoor Experience Director will manage a team of five, with a total complement up to 100, including seasonal staff. Budgetary responsibility will be $1.7 million. Success in this position will employ effective management of staff, volunteers, programs and property use in a highly decentralized environment. This position has the expectation of night and weekend work as assignments require.

**PROFESSIONAL EXPERIENCE/QUALIFICATIONS**

An essential capability we seek for this key role is the building of teams to achieve organizational goals, demonstrated by a minimum of five or more years of progressively responsible experience in areas such as outdoor programs for youth leadership: aquatics, adventure, camping, equitation, hiking, personal development, recreation and sports.  Experience in delivering youth-centered programs, fiscal responsibility, risk management, and recreational facility management are critical enabling assets, along with in-depth experience in working with volunteers.  A minimum of a bachelor’s degree is required, or equivalent combination of education, training, and hands-on experience, with ACA membership preferred. Must be able to pass necessary background checks and possess a valid motor vehicle driver’s license.

**COMPENSATION/BENEFITS**

The Council provides a comprehensive and competitive salary and benefits package, which includes medical, dental, vision, life, accident and disability insurance, a 401(k) plan (with employer match after one year), and attractive time off. Relocation support will be considered.

**THE ORGANIZATION**

Girl Scouts of San Jacinto Council serves 54,000 girls and 17,900 dedicated adult volunteers in 26 counties in Southeast Texas. The Council’s total budget is $19 million.  Its combined facilities include Houston headquarters, seven resource centers, and nine active camp properties (three resident).  Total staff consists of 135 full-time employees plus part-time and seasonal staff.



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

**HOW TO APPLY**

Girl Scouts of San Jacinto is an equal opportunity employer.

We urge interested candidates to apply as soon as possible to meet the Council’s timetable to fill this exciting position. Applications will continue to be reviewed until this important position is filled. For ***immediate*** consideration, please e-mail your cover letter and resume, along with desired salary:

***Bob Perodeau, Principal***

***Evergreen Executive Source, LLC***

***E-mail:***[***evergreen.source@att.net***](mailto:evergreen.source@att.net)

***Voice (800) 286 4009*** [***http://www.egreensource.com/***](http://www.egreensource.com/)

***Providing executive recruiting services to Girl Scouts of the USA since 2001***