



Job Title:	Director of Girl Experience	Department:	Girl Experience
Reports to:	Chief Operating Officer	Supervises:	Assistant Directors of Girl/Camp Experience
FLSA Status:	Exempt	FT/PT:	Full-time

Company Overview

With offices and camps in Farmingdale, Toms River and Waretown, Girl Scouts of the Jersey Shore serves approximately 12,000 girls and adults in Monmouth and Ocean counties. Girl Scouts is the world’s preeminent leadership development organization for girls, building girls of courage, confidence, and character, who make the world a better place.

Position Summary

The Director of Girl Experience is responsible for the success of Girl Scouts of the Jersey Shore’s camp and program experiences for girls and volunteers. This position will be responsible for achievement of camp outcomes, planning, implementing and analyzing programs that meet the changing needs of girl members; with a primary focus on all programs encompassing the Girl Scout Leadership Experience (GSLE)

Responsible for ensuring the development and running of year- round outdoor and camp programming, supervising summer camp operations, and developing recruitment strategies, as well as provide additional support to council as needed within the framework of the Girl Scouting movement. This position oversees the Assistant Director of Camp Experience and serves as the leadership for the department and implements new strategies, evaluates and analyzes budgets, develops new strategies for membership growth, and has a year round focus on growing camps to meet both membership and revenue goals.

The Director of Girl Experience is also responsible for providing leadership and oversight of the Girl Experience team as they work to reach, serve and support all girls within the council. Responsible for providing leadership in the development of innovative strategies and effective service for directing membership development and council programs. The Director of Girl Experience works in partnership with other operational and organizational functions to support the organizational mission, goals, and strategic priorities.

Essential Job Functions

- Provides leadership and management to the Girl Experience Team. Ensures the team complies with and supports the GSUSA philosophy and council policies, procedures, standards and business practices.
- Provides clear and consistent accountabilities and direction to staff teams, ensuring that ongoing coaching, feedback, and staff development is managed, resulting in a high-functioning team.
- Provides direction and guidance to staff in determining and developing innovative and inclusive strategies throughout the Council
- Analyze community needs, demographic data, and membership statistics. Design and implement innovative approaches to recruitment through programming and determine the need for additional council services in collaborative programs as appropriate to meet the needs of the council.
- Ensure continuity of Girl Scout programming by recruiting, placing, training, supervising, and developing staff and volunteers who will ensure opportunities to achieve annual goals and objectives.
- Cultivate the interest and support of key community leaders, family members, institutions, and business organizations. Interpret and promote Girl Scouting to the community through programmatic efforts that drive membership and camp enrollment.
- Develop and administer annual operating budgets to ensure quality services are provided.
- Work with fund development department to identify grant and funding opportunities; assist in grant evaluation and implementation process.
- Work with other departments to build collaborative relationships with community organizations, agencies and businesses to ensure support for local program efforts.
- Ensure girl and adult safety through education and promotion of safe practices and consistent interpretation of GSUSA and GSJS policies, standards, and procedures.
- Works with council staff and volunteers to review all submissions remain in compliance with policies and

- procedures
- Support council functions through promotion of council-sponsored activities, meetings, and volunteer opportunities.
- Active participation in the development of environments that foster diversity, equity, inclusion, and access through words, actions, and attitude.
- Guide utilization of national (GSUSA) resources, customizing, supplementing and enriching them to meet the needs of girl members in the local council
- Engage strategic partner organizations and build external relationships that expand the possibilities for girls and adults across the council
- Develop and maintain a risk management plan for all program operations and ensure compliance with all safety standards
- Oversees the hiring, training and evaluation of program and per diem staff
- Implements new and innovative strategies to grow membership and revenue goals at both summer camps
- Ensures staff develop and implement year-round outdoor and camp programming to engage members and grow camp interest.
- Manages and prepares for ACA site visitations and all other necessary county and state inspections, etc.
- Perform other duties as assigned.

Skills & Qualifications

- Minimum of Bachelor's with five years of directly related work experience, and at least five years of managerial experience. Equivalent experience can be substituted for requisite educational requirements.
- Possess a working knowledge of the Girl Scout Program, Safety Activity Checkpoints, Board of Health regulations, American Camp Association and New Jersey Youth Camp standards preferred
- Knowledge of outdoor skills such as archery, ropes facilitation, and waterfront is preferred.
- Strong interpersonal, written, and oral communication skills including public speaking skills required.
- Proficient in Microsoft Office including Word, spreadsheets, Outlook. Experience with database systems, such as Salesforce, preferred.
- Demonstrated ability to work as part of a team, multi-task, meet deadlines, take initiative, and maintain confidentiality.
- Ability to work a flexible schedule including evenings and weekends.
- Travel throughout council jurisdiction up to 20% of the time.
- Capability to provide own transportation and maintain valid operator license.
- Ability to be flexible and open to change.
- Ability to accept criticism and work well under pressure.
- Experience identifying problems and implementing innovative solutions.
- Ability to work independently with minimal supervision.
- Be or become a registered member of the Girls Scouts of the Jersey Shore.

Core Competencies

- Business First Mindset
- Leadership and Stewardship
- Learning and Innovation
- Communicator
- Critical Thinker
- Relational Intelligence
- Social Justice and Inclusion (DEI)
- Financial Acumen
- Customer Centric
- Digital, Virtual and Technical Proficiency

Physical Requirements

- Ability to lift, carry, and transport up to 35 pounds.
- Frequent sitting, standing, walking, bending, and twisting upper body.
- Frequent periods of sitting at a desk and working on a computer.
- Continuous indoor and outdoor activities and exposure to weather, florescent and sun light.
- Must be able to travel with Monmouth and Ocean counties.

Employee Acknowledgement

This job description is not intended to be all-inclusive. This position may be assigned to perform other related duties to meet the ongoing needs of the organization. Additionally, this position is expected to adhere to all company policies and to act as a role-model representing Girl Scouts of the Jersey Shore's leadership and corporate culture.

Girl Scouts of the Jersey Shore

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