



Senior Director of Mission Delivery

Job Description

Title:	Senior Director of Mission Delivery
Grade:	8
FLSA Status:	Exempt
Revision Date:	August 2025
Department:	MISSION DELIVERY
Reports to:	CEO

Salary Range:

- **Minimum:** \$77,000
- **Maximum:** \$96,000

General Summary:

The Senior Director of Mission Delivery provides strategic leadership for Girl Scouts of California's Central Coast's (GSCCC) membership growth, school access initiatives, and service unit support. This role works collaboratively with Program Center Managers and staff across mission delivery to ensure alignment with the council's goals in recruitment, retention, and community engagement.

The Senior Director serves as the primary council contact for Service Unit (SU) health ratings and leads collaborative conversations with SU leadership to improve performance and sustainability. Additionally, this position coordinates the council's participation in national initiatives, such as the GSUSA School-Based Paid Facilitator program, ensuring successful applications, implementation, and reporting.

Essential Job Responsibilities: Membership Recruitment & Retention

- Develop and implement council-wide strategies to increase new girl and adult membership, with a focus on K–3 school access and underserved communities.
- Partner with Program Center Managers and staff to drive recruitment initiatives that reflect cultural awareness, inclusivity, and equitable access.
- Monitor membership trends and retention metrics; provide analysis and actionable recommendations to the Executive Leadership Team.

School Access & Strategic Initiatives

- Build and maintain relationships with school districts, principals, and community education leaders to expand access to school-based Girl Scout programs.
- Ensure alignment between school-based programming and the Girl Scout Leadership Experience (GSLE).
- Review and Implement GSCCC's participation in GSUSA's Paid School Facilitator Strategic Initiative, including application submission, stipend management, and program implementation.

Service Unit Support & Health Ratings

- Serve as the main point of contact with Service Unit leadership regarding SU health ratings, providing coaching, resources, and performance improvement strategies.
- Facilitate regular SU health reviews and ensure accurate reporting of progress to the CEO.
- Collaborate with Program Center Managers to address challenges and provide leadership development support to SU volunteers.

Leadership & Collaboration

- Work collaboratively with Program Center Managers, Mission Delivery Specialists, and cross-functional teams to implement best practices for recruitment, volunteer engagement, program delivery, and community partnerships.
- Support staff by providing guidance, shared resources, and professional development opportunities.
- Foster a culture of accountability, inclusion, and continuous improvement.

Strategic Planning & Reporting

- Collaborate with the CEO and Executive Leadership Team to develop mission-delivery strategies that support council-wide KPIs.
- Provide regular updates on membership, SU health, and school access initiatives to the CEO and Board of Directors.
- Ensure compliance with GSUSA policies, DEI principles, and all applicable regulations.

Qualifications

Education & Experience:

- Bachelor's degree in education, nonprofit management, or a related field; Master's preferred.

- Minimum 7 years of leadership experience in membership development, volunteer management, or nonprofit program delivery.
- Demonstrated success in building collaborative teams and implementing community-based initiatives.

Skills & Competencies:

- Strong knowledge of school access strategies, volunteer development, and membership recruitment.
- Proven ability to build and sustain relationships with diverse community leaders, schools, and volunteers.
- Proficiency in CRM systems (Salesforce preferred) and data-driven decision-making.
- Exceptional communication, facilitation, and conflict-resolution skills.
- Commitment to diversity, equity, inclusion, and belonging.

Additional Requirements:

- Flexibility to work evenings, weekends, and occasional overnight travel.
- Must hold a valid CA driver's license and maintain GSUSA membership.
- Ability to lift 25 lbs. and work in varied physical environments.

Cultural Competencies

GSCCC is committed to fostering a diverse, equitable, and inclusive workplace. Staff are expected to:

- Communicate with Compassion: Be open, honest, respectful, and timely.
- Innovate Through Change: Be proactive, agile, and responsive.
- Work with Purpose: Be intentional and visionary.
- Embrace Our Community: Be supportive, collaborative, and appreciative of diversity.
- Be Accountable: Own it.
- Make Each Day FUNomenal: We can do it!

Location

Assigned to one of the council's program centers: Ventura, Thousand Oaks, Oxnard, San Luis Obispo, Castroville, or Santa Barbara.

The statements herein describe the general nature and level of work performed but are not a complete list of responsibilities, duties, and skills required. This job description does not establish a contract for employment and is subject to change at the discretion of the employer. Employment is at-will.
