

Community Engagement/Membership Recruiting Manager

Based in Worcester, MA

Chances are, you've probably enjoyed Girl Scout Cookies and know about our great leadership experiences for girls but you might not know you can build a professional career as a Girl Scout employee. Girl Scouts of Central and Western Massachusetts is hiring a manager to lead our community engagement/membership recruiting team. Applicants must have a strong belief in our mission (to build girls of courage, confidence, and character who make the world a better place) and a passion to introduce Girl Scouts to families who don't know much about us or don't realize there is a place for them.

We are committed to building a robust organizational culture where diversity, equity, and inclusion are at its core. We denounce racism, violence, injustice, and inequity. We strive to ensure that ALL who engage in this community are valued and recognized, and that they find a true sense of belonging.

The Community Engagement Manager reports to the Director of Membership and the position is classified as exempt with a starting salary range of \$56,000 - \$58,000.

As a professional Girl Scout employee, you will receive training and gain hands-on experience to build your resume, including:

- Salesforce – a leading customer relationship management (CRM) software application
- Looker – software application recently acquired by Google that supports data driven decision-making
- Leadership Development – the Girl Scout Leadership Experience is the result of 110 years of delivering age-appropriate youth development programming for girls

Make a real difference in the world by helping girls prepare to be ready and resilient when things get tough, inviting them to engage in topics like:

- healthy eating and body image
- living life under a social media microscope
- social justice
- connecting with the outdoors
- learning business basics with their own Girl Scout Cookie business

Responsibilities include:

- Developing comprehensive recruitment plans to increase membership
- Supervising three Community Engagement Specialists
- Building community awareness and connections
- Analyzing community needs, demographic data, and membership statistics
- Managing lead generation and conversion to membership placement or volunteer appointment

Applicants must be able to work a flexible schedule including some evening and weekend work, have a current driver's license and dependable transportation, have an acceptable Criminal Background Check (CORI/SORI), and have a current COVID-19 vaccination.

Girl Scouts provides an excellent benefits package for employees that includes:

- A positive and inclusive work environment
- Paid holidays (including Juneteenth) & a winter break; 3 weeks of vacation; 3 personal and 12 sick days
- Group health insurance plan with employer paying 75% of the premium; FSA or HSA available
- Group dental insurance plan with employer paying 50% of the premium
- Employer paid life and long-term disability insurance
- 401K plan with employer match after one year

Interested applicants are encouraged to submit a cover letter and resume to hr@gscwm.org.