

**Girl Scouts of the USA  
STEM Strategy Lead**

The STEM Strategy Lead's key responsibilities are developing a national STEM strategy, developing an associated multi-year plan, and executing on those plans. It is a critical time for Girl Scouts of the USA (GSUSA) as we intend to build upon our strong tradition of providing STEM program opportunities to girls. The position will be located at the GSUSA headquarters in New York City or out based with extensive travel to New York City and reports to the Chief Girl Experience Officer.

The Girl Experience Community works cross-functionally to design and implement all national girl experiences at Girl Scouts of the USA, including associated digital and print resources and grant-funded projects. We work with 112 councils and 800,000 volunteers to deliver an experience that delights 2 million Girl Scouts and the people who love them.

Major responsibilities include:

- Design a national STEM strategy
  - Collaborate with peers on the Girl Experience team to ensure the STEM strategy fits into the overall Girl Experience vision, outcomes and builds upon our existing STEM programming
  - Collaborate with peers on the Volunteer Experience team to ensure the STEM strategy includes programmatic elements that are deliverable by our volunteers
  - Collaborate with peers on the Strategy team to ensure the STEM strategy leverages new delivery models and partnerships where appropriate
  - Embed program adoption, girl satisfaction and membership improvement into the STEM strategy
- Partner with the Fund Development team to secure funding for the STEM strategy priorities
- Conduct and maintain a knowledge inventory of best-in-class STEM program opportunities for girls, including but not limited to:
  - National Girl Scout Program Experiences
  - Local Girl Scout STEM Program Experiences
  - STEM opportunities that currently exist for girls outside of Girl Scouts
- Serve as the content expert and topic liaison for all things STEM for the Girl Scout movement
  - Internal, external and public expert resource for Girl Scouts and STEM
  - Lead the partnership work necessary to bring the STEM strategy to life (relationships such as Girls Who Code, NASA and Google)
  - Partner with the Principal Girl Experience Advisor on Council communications regarding the STEM strategy
- Develop a multi-year phased implementation plan for the STEM strategy in collaboration with Councils, Volunteers and GSUSA staff to ensure stakeholder perspectives are included in the planning process
- Execute the multi-year phased implementation plan for the STEM strategy
  - Facilitate timely execution of plans by collaborating, communicating and project managing across GSUSA communities including Girl Experience, Volunteer Experience, Council Connect, Strategy, Marketing, Communications, Merchandising, Legal, and Fund Development
  - Manage grant funded project based contractors
  - Engage the field (councils and volunteers) to maximize the impact of the STEM strategy when it is implemented
- Work with the Principal Girl Experience Advisor on the Girl Experience team (Jennifer Allebach) to create and nurture a movement-wide STEM program "community of practice" in order to fuel local council work further and drive the innovation and constant improvement of the national STEM work.

**QUALIFICATIONS:**

- Demonstrated experience developing and implementing successful STEM strategies for multi-million member national or global organizations
- Strong track record of developing effective partnerships that exponentially accelerate individual organization's strategy
- Maintains deep STEM industry network relationships
- Deep experience with listening and synthesizing input from a range of key stakeholders and in cultivating and managing relationships with internal and external constituents. Comfortable working with multiple sources of information to distill insight.
- Strategic planner with a demonstrated track-record of well executed multi-year phased strategies
- Prior experiences driving parallel efforts on a national and regional/ local level
- Creative problem solver and consensus builder who can deftly manage competing expectations and creatively uses resources to deliver
- Constant improver who uses data to drive continuous improvement in both future planning and execution
- A "can do" attitude coupled with strong project management skills to support both the creation and the effective implementation of strategic plans
- Team player who thrives when managing multiple priorities and demonstrates a calm demeanor. Consistently demonstrates the attitude that "no challenge is too big and no task is too small."
- Demonstrated written and verbal communication skills including communicating complex information with clarity to diverse audiences
- Demonstrated strong public speaking experience in front of large audiences
- Strong knowledge of PowerPoint, Word, and Excel
- Travel 30-40%, involving day trips, overnight travel or weekends, when required
- 15+ years of experience in STEM youth development and/or STEM education or related fields
- College degree, Master's or Advanced degree/certification in STEM-related field, education or youth development, preferred
- Spanish speaking skills preferred
- Experience with Girl Scouting a plus

**Girl Scouts of the USA offers a competitive salary and an excellent benefits package, including relocation.**

**EOE Committed to Diversity**

**Girl Scouts of the USA** has secured the search firm of **Professionals for NonProfits** to recruit for the STEM Strategy Lead position. If interested, please forward your resume to **Mia Hernandez-Canto, Senior Executive Recruiter, Professionals for Nonprofits** at [mhernandez@nonprofitstaffing.com](mailto:mhernandez@nonprofitstaffing.com)