

Lincoln Heritage Council, Boy Scouts of America

Field Director Job Opening

Field Director Position Description:

Leads a dynamic team of 4 field staff within the Bowling Green, Owensboro, Hopkinsville, Elizabethtown, and Paducah areas to grow the Scouting program. This is a sales and customer service role. The ability to lead a team to achieve aggressive goals and provide excellent customer service is critical. The Field Director works through staff and hundreds of dedicated volunteers to grow membership, lead fundraising campaigns and ensure quality programs.

Position Responsibilities:

- Guides the district executives to recruit, develop, and maintain effective volunteer management teams.
- Maintains a professional working climate that attracts, keeps, and motivates top-quality volunteers.
- Assures the districts have a long-range strategy and achieve their missions with consistent, timely progress.

Skills & Abilities Required:

- A sense of ownership of the council's path and success; proven ability to communicate it, inspire donors, volunteers and staff with it; and commitment to grow it.
- Successful Fundraising skills regarding annual fundraising campaigns or special events.
- Membership/customer acquisition and management skills with a proven track record of growth and retention (Leading an annual membership campaign).
- Strong interpersonal relationship-building skills with stakeholders at all levels of the community.
- Proven staff and volunteer selection, recruitment and development skills.
- Ability to communicate effectively with top corporate and community leaders.
- Organizational skills and proven ability to work with minimal supervision.
- Fiscal management/budget development.
- Ability to provide: Customer service, quality control, coaching and developing of others, operational decision making, compelling communication, planning and organizing, inspiration to others, strategies for continuous improvement, collaboration within a team environment.

Qualifications:

- Bachelor's Degree from an accredited university.
- Three years or more experience as a BSA commissioned Professional.
- The position requires expert management of volunteer resources, organizational skills, budgeting abilities, and support of volunteers and staff in order to deliver the highest quality programs possible. Strong organizational and communications skills are essential.

Benefits & Salary/Compensation Package:

- Base Salary \$65,000 to \$80,000
- Car Allowance (\$425 a month & Cell Phone \$55 a month): \$5,760
- Annual Average of Executive Mileage Reimbursement: \$3,600
- Annual Bonuses up to \$6,000

Benefits:

- 401(k)
- 401(k) match savings program
- Health insurance
- Vision, Dental, Life insurance (optional plans)
- Professional training & development plans and opportunities
- Flexible schedule with opportunities for remote work
- Generous PTO & Holiday Package includes: 11 paid holidays; PTO of 24 days with 0 to 5 years of employment, 30 days for 5 years but fewer than 10 years

Schedule:

- Monday to Friday
- Evening & Weekend availability

Questions or interested candidates can contact or forward cover letter and resume to David Sikes, Director of Field Services/COO, at david.sikes@scouting.org