



Boys & Girls Clubs, more than a mission - it is a movement powered by an unwavering belief that all youth deserve a fair chance in life.

Position: Vice President of Operations (Full-time, exempt)

Organization: Boys & Girls Clubs of Central Georgia (BGCCG)

Location: Macon, GA

Salary Range: Negotiable Based on Professional Experience

Job Description

This position supports the work of the Boys & Girls Clubs of Central Georgia (BGCCG), a leading Central Georgia nonprofit charitable organization committed to strengthening community through youth development. The Vice President of Operations (VPO) serves on the CEO's senior leadership team and ensures successful operation of BGCCG. The VPO also positions BGCCG as a community convener and collaborator to develop innovative, community-based solutions using stakeholder engagement strategies to address critical community, and social issues involving young people.

Essential Functions

- Provides leadership to the six Clubhouse Units and is responsible for their strategic direction and success.
- Manage a diverse and senior group of club and program staff; including six Unit Directors, one Athletic/Wellness Director, and one Organization-wide Program Manager.
- Ensures the Clubhouse Units are successful in achieving the Boys & Girls Clubs' mission, strategic plan.
- Provides organizational leadership and direction in financial development, member engagement initiatives, community involvement and partnerships.
- Ensure all club facilities, programs and services are safe, vibrant, and well-maintained, and meet all requisite standards including those set by BGCCG, BGCA, Department of Health or other governing agencies.
- Develop and implement operations strategies that aligns with and supports the strategic direction of BGCCG.
- Foster a culture of innovation which includes piloting new programs and services, partnering with local, state, and federal agencies, community-based programs, school districts, etc. to address the needs of BGCCG's constituents.
- Facilitates staff development strategies and initiatives.
- Present to various Committees, Elected Officials, Funders, Stakeholders, Board of Directors, and the

Desired Attributes:

- This role requires a proven leader and strategic thinker who can direct change management with ease.
- The person will be comfortable motivating, communicating, and influencing at all levels and in a multitude of environments.

- Deep commitment to the mission of the Boys & Girls Clubs, its members and the communities served.
- Develop Self and Others; demonstrate executive team leadership and management, teamwork, and personal accountability, seeking and providing feedback, coaching, and resources for development.
- Inspire others: promote creativity, generate excitement, and reward risk-taking, while consistently demonstrating a high level of emotional maturity, maintaining a positive attitude, and building strong relationships.
- Inclusion: Models cultural competence and supports diversity, effectively working with people of different backgrounds, abilities, age, opinions, and perceptions.
- Quality Results: Takes the initiative and holds self and others accountable to meet or exceed quantitative and qualitative goals relating to people (employees and members), philanthropy, finance, and volunteerism.
- Change Capacity: Facilitates change, seeks opportunities in the change process, models adaptability, and leads transition in support of the Club's mission.

Qualifications

Desired Skills & Experience

- Qualified candidates will have a minimum of a bachelor's degree from an accredited college or university; Master's degree preferred.
- A minimum seven or more years of proven mid to upper-level management experience planning and supervising activities based on the developmental needs of youth in the Boys & Girls Clubs or another nonprofit preferred.
- Knowledge and experience in all aspects of operations, including staff supervision and development, membership practices, program development and implementation, volunteerism, facility and property management and financial practices.
- Understanding of the nature and purpose of the Boys & Girls Clubs and the respective roles of volunteers and staff.
- Demonstrated experience with attracting and developing high-performance teams and a positive culture.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community; track record of building authentic, constructive relationships with others.
- Ability to partner and provide strategic level input to senior leadership and the ability to influence others at all levels of the organization.
- Boys & Girls Clubs Clubs Director certification/experience preferred.

Benefits:

Benefits –BGCCG offers an excellent benefits package that includes health, dental, and life insurance; long-term and short-term disability; vacation; paid holidays; and a 403(b) plan with company match.

How To Apply: Send resume with cover letter expressing interest to admin@bgccg.org. Please reference V.P. of Operations

Application Deadline: Open Until Filled. For more information about BGCCG, please refer to our website at www.bgccg.org

Equity Statement:

BGCCG is an inclusive employer and adheres to Equal Employment Opportunity Commission standards. BGCCG does not and shall not discriminate on the basis of race, color, ethnicity, national origin, religion, age, disability, genetic information, gender, gender expression, sexual orientation, pregnancy, marital status, military status, economic status, or geographic location in any of its activities or operations.