

girls
inc.



Girls Inc.

Chief Operating Officer Position Specification

JANUARY 2023

Organization Overview

ORGANIZATION OVERVIEW



Mission

[Girls Inc.](#) inspires all girls to be strong, smart, and bold, through direct service and advocacy.

In partnership with schools and at Girls Inc. centers, they focus on the development of the whole girl. She learns to value herself, take risks, and discover and develop her inherent strengths. The combination of long-lasting mentoring relationships, a pro-girl environment, and evidence-based programming equips girls to navigate gender, economic, and social barriers, and grow up healthy, educated, and independent. Informed by girls and their families, Girls Inc. also advocates for legislation and policies to increase opportunities and rights for all girls.

[Leadership](#)

National leadership is dedicated to assuring high-impact services for a growing number of girls and expansion of advocacy efforts. They set bold goals and a clear strategic direction in partnership with local leadership.

Financials

At Girls Inc., they are committed to using funds responsibly. For every \$1.00 raised, 83 cents goes to supporting girls' development.

[2022 Annual Report](#)

[2022 Auditors' Report](#)

[History](#)

Girls Inc. was founded in 1864 to serve girls and young women who were experiencing upheaval in the aftermath of the Civil War. Across the decades, they adapted to meet the specific environmental challenges facing girls and young women, always working in partnership with schools and communities, and guided by their founders' fundamental belief in the inherent potential of each girl. Woven into those early girls' clubs are the same core values of Girls Inc. today: the importance of creating a safe gathering place for girls to learn and to share in a sisterhood and a strong premise that each girl can develop her own capacities, self-confidence, and grow up healthy, educated, and independent.

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[Programs](#)

The network of local Girls Inc. nonprofit organizations serves girls ages 5-18 at more than 1,500 sites in 350 cities across the United States and Canada. Their evidence-based programming is delivered by trained professionals who focus on the development of the whole girl, supporting, mentoring, and guiding girls in an affirming, pro-girl environment. There, girls learn to value their whole selves, discover and develop their inherent strengths, and receive the support they need to navigate the challenges they face. Girls Inc. girls live healthy and active lifestyles and are less likely to engage in risky behavior; they are eager to learn, successful in school, and more likely to graduate from post-secondary education; and they display diligence, perseverance, and resilience.

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Key Program Areas

Healthy Living: 94% of Girls Inc. girls feel pregnancy would interfere with their schoolwork. Girls increase their understanding of health issues affecting them, their families, and their communities. They develop the motivation and practical skills to take charge of their health today and throughout their lives.

- Through Healthy Living programming, girls: Increase their level of physical activity and view their bodies more positively.



Academic Enrichment & Support: 89% of Girls Inc. girls find science or math interesting. Girls participate in program activities and experiences that expand upon and support their school-based learning and engagement, and provide the assistance and guidance that may not be present at home.

- Through Academic Enrichment and Support, girls: Improve their outlook and performance in school.



Life Skills Instruction: 90% of Girls Inc. teens say they can use what they know to solve “real-life” problems in their communities. Girls participate in program activities and experiences that build the learning, skills, and behaviors that increase confidence and resilience, enabling them to set and achieve their goals and lead productive, independent, and fulfilling lives.

- With Life Skills Instruction, girls: Improve their self and emotional control.



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[Policy & Advocacy](#)

Informed by girls and their families, Girls Inc. tackles the systemic barriers that affect the conditions in which girls are growing up, particularly those with the fewest resources. They work to ensure girls have the knowledge, resources, and skills to live healthy lives and access meaningful educational opportunities. They also advocate for policies that combat sexual violence and support girls who experience trauma. In doing this work, they engage girls themselves, as well as local leaders and other stakeholders.

Girls Inc. drives policies and practices that open doors to girls and ensure equality. They engage in advocacy that focuses on the needs of girls from low-income communities and girls who face multiple, intersectional challenges, such as those based on sex, race, religion, ethnicity, immigration status, disability, socioeconomic status, sexual orientation, and gender identity.

Check out the [Girls Inc. Network-Wide Policy & Advocacy Platform](#).

Advocacy issues include:

- Combating Bullying, Harassment, & Sexual Violence
- Promoting Educational Opportunities & Economic Independence
- Supporting Girls' Mental Health
- Advancing Reproductive Health
- Addressing the Prevalence of Gender Stereotypes in the Media
- Advocating for Strong and Growing Girls Inc. Local Organizations

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[Project
Accelerate](#)

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The Equality Can't Wait Challenge, which launched in 2020 and was hosted by Pivotal Ventures, MacKenzie Scott and Dan Jewett, and the Charles and Lynn Schusterman Family Philanthropies, called for bold ideas that would expand women's power and influence in the U.S. by 2030.

The Girls Inc. proposal - named Project Accelerate - was selected from 550 applications as one of ten finalists that stood out as an innovative solution that enables more women, particularly Black, Indigenous, and women of color, to be in positions to make decisions, control resources, and shape policies and perspectives in their homes, workplaces, and communities. In 2021, Girls Inc. was awarded \$10M to pursue the proposed project.

Building on Girls Inc.'s evidence-based programming, Project Accelerate addresses inequality in the workplace, particularly the absence of women of color in positions of influence and leadership. The program will accelerate young women's trajectories through college and career entry, leveraging partnerships with corporations and social impact organizations to ensure both their preparation and their access to positions of influence.

Project Accelerate will scale throughout the Girls Inc. network of nearly 80 local organizations. With this funding, Girls Inc. has the opportunity to advance real, equitable change for women and gender equality across the U.S. by breaking down barriers, expanding opportunities, and changing systems. Expected outcomes include an increased number of young women graduating college; an increased network of influence for girls from historically marginalized groups; and job placement in high-paying positions of leadership.

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Investors & Partners

Girls Inc.'s work is possible thanks to the generous support of committed individuals, foundations, and corporate partners. As a supporter of Girls Inc. locally in Omaha, NE and nationally, Susie Buffett has been involved with the organization for decades. To honor her legacy, the Girls Inc. Board has named her the Girls Inc. Lifetime Champion for Girls. For a full list of Girls Inc.'s investors, see [here](#). Below is a sampling:



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Girls Inc. works with partners who believe in inspiring all girls to be strong, smart, and bold. These stakeholders are creating systemic change in their communities and include: Act 4 Juvenile Justice, the STEM Education Coalition, Afterschool Alliance, the American Association of University Women, Futures without Violence, the Girls @ the Margin National Alliance, Rights4Girls, and more. For a full list of partners, see [here](#).

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Title	Chief Operating Officer
Reports To	Stephanie J. Hull , Chief Executive Officer
Location	New York, New York
Direct Reports	Vice President of Affiliate Services; Director of Research and Evaluation; Vice President of Learning; and Director of Information Technology
Summary	<p>Girls Inc. seeks an experienced, motivated Chief Operating Officer (COO) who is passionate about the organization's mission to inspire all girls to be strong, smart, and bold through direct service and advocacy. The COO will serve as a trusted thought and business partner to the senior leadership team and oversee a team of 25+ across affiliate services, research and evaluation, learning services, and information technology.</p> <p>The COO must be able to navigate a matrixed organization, partnering with both national headquarters staff and Girls Inc. affiliates across the country to provide support and guidance. To this end, this new leader must bring deep operational acumen and expertise and be an engaging, collaborative leader that enjoys working cross-functionally and cross-departmentally to problem solve.</p> <p>This is an exciting moment in time for Girls Inc. The organization is in the midst of an ambitious five-year strategic plan designed to bolster and enhance organization initiatives. They are also in the process of executing Project Accelerate, a groundbreaking venture funded by MacKenzie Scott and other leading philanthropists that is focused on furthering and achieving workplace equality for women. The COO will play a critical role in both of these efforts and will be counted on to lead change management processes across the organization.</p>

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Primary Roles &
Responsibilities

- Ensure that all operating decisions are aligned with the organization's mission, vision, and goals, as well as the organization's commitment to diversity, equity, and inclusion
- Partner closely with the CEO and other senior leaders to ensure execution of the organization's strategic plan and to set annual and multi-year organizational priorities; more broadly, serve as a thought partner to leadership and affiliates across the enterprise
- Oversee affiliate services, research and evaluation, learning services, and IT departments; provide strategic guidance and leadership to ensure that these teams are working collaboratively with one another and other departments
- Lead operating teams to support change processes designed to maximize operational effectiveness and impact
- Foster an inclusive work environment where individuals feel empowered to bring their whole selves to work; serve as a diversity, equity, and inclusion champion for the organization
- Ensure that Girls Inc. implements best-in-class processes and systems to support a geographically dispersed, hybrid workforce and support organizational infrastructure
- Identify operational gaps and implement improvements to enable staff to work effectively and do their best work
- Drive efficiency and integration across all affiliates; ensure they each have the necessary operational capacity for sustainable growth and comply with Girls Inc.'s operational standards
- Partner closely with the Chief Financial Officer and Chief People & Culture Officer to ensure financial sustainability and optimize HR policies

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Pivotal Experience &
Expertise

Culture Impact

Mission-Driven Leader: Passionate about serving girls through direct service and advocacy. Experience in the nonprofit space is preferred, though not required.

Operational Acumen: 10+ years of senior management experience leading operations and driving impact. Experience within federations or franchise organizations is helpful, though not required. Expert at navigating operational complexities across departments and streamlining operations functions.

Stakeholder Engagement and Management: Proven experience leading high-performing teams. Adept at engaging with stakeholders across an enterprise. Can serve as a thought partner to other senior leaders.

Commitment to Diversity, Equity, and Inclusion: Builds and maintains an inclusive culture that prioritizes diversity, equity, and inclusion principles and initiatives.

Forward-Thinking: Thinks big about the future and constantly works to innovate and improve operations to help the organization execute on its goals.

Collaborative: Engages stakeholders in key decisions, works to develop buy-in, and values and incorporates diverse perspectives.

Engagement Team

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Jackie Zavitz
Partner, Social Impact & CEO &
Board Practices
jzavitz@heidrick.com
215-901-9098

Sara Szynal
Associate, Social Impact & CEO &
Board Practices
sszynal@heidrick.com
908-578-8545

At Girls Inc., employment is based upon one's capabilities and qualifications. It is the policy of Girls Inc. to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, sex, religion, national origin, citizenship, pregnancy, sexual orientation, gender identity, age, disability, genetic information, military status, political belief, or any other protected characteristic as protected by law. Girls Inc. prohibits and will not tolerate any such discrimination or harassment by supervisors or employees. Girls Inc. will not tolerate harassment of employees by anyone, including vendors.

The policy of Equal Employment Opportunity and non-discrimination applies to all policies and procedures relating to recruitment, hiring, training, evaluation, promotion, compensation, benefits, transfer, layoff, termination, and all other privileges and conditions of employment. Employees' questions or concerns relating to Equal Employment Opportunity, discrimination, and harassment should be referred to the Human Resources Department. Appropriate disciplinary action will be taken against any employee violating this policy.

Further, Girls Inc. will take affirmative actions to improve the employment of minorities and Vietnam-era veterans. As a measure of creating awareness, Girls Inc. will include the statement, 'Equal Opportunity Employer' in all advertisements and job postings.