



# girlstart

*MISSION: To serve those who identify as girls, who might be discouraged from studying, exploring, or otherwise uninvited to participate in the STEM world. Our programs welcome people who identify as non-binary or gender nonconforming and want to be in a female-identified environment. We are committed to ensuring a safe place for every student as they explore their evolving identities.*

Girlstart, founded in Austin in 1997, is the only community-based informal STEM education nonprofit in the nation specifically dedicated to empowering and equipping girls in STEM, through year-round programming that promotes girls' early engagement and academic success in STEM, encourages girls' aspirations and persistence in STEM education and careers, and incubates a talented and diverse STEM workforce. Its innovative, nationally-recognized programs include after-school and summer camps for students, professional development for teachers, and community and online STEM education outreach programs. Girlstart cultivates a culture where risk is rewarded, curiosity is encouraged, and creativity is expected. As a result, Girlstart girls are connected, brave, and resilient. Girlstart makes girls more successful, and inspires them to take on the world's greatest challenges.

## What sets Girlstart apart: our philosophy

1. Out of school time (OST).
2. Informal.
3. Direct intervention.
4. Elementary-age intervention.
5. Standards-aligned programming.
6. Research-based curriculum model.
7. Intensive and consistent intervention.
8. Be there for every girl.
9. Don't compromise on program quality.



# Chief Engagement Officer

The Chief Engagement Officer position at Girlstart reflects the organization's deep commitment to continual improvement in that the position is newly defined to embrace an organization wide commitment to engagement. This includes engagement of internal team members, girls who are program participants, STEM CREW (Creative, Resourceful, Empowered Women, the corps of 250+ college students who lead our programs), Board of Directors members, regional Council members, program volunteers, parents, alumni, donors, prospects and friends.

Girlstart provides STEM programs in Central Texas, North Texas, and the greater Houston area and, over the last two years, has begun year-round replication nationally in communities requesting programming including the San Francisco Bay Area, and Boston (in addition, Summer Camp programs are provided in IL, MO, and WA). Concomitant with the commitment to replication is the commitment to fully support this growth through a purposeful and strategic national program of engagement. An especially significant and emerging constituency consists of alumni from Girlstart programs and former STEM CREW. Now, in its second decade, Girlstart has identified at least 6,000 diverse alumni ranging in age from 11 to young professionals in their thirties. Over the past decade, eighty percent of Girlstart participants have been of a nonwhite ethnicity. Over time, Girlstart alumni will increase in number, as will their achievements in STEM and related careers.

The Chief Engagement Officer will have the opportunity, in collaboration with the Executive Director and the Engagement team, to implement a creative and successful engagement program building on the solid support and interest developed over the last two decades. The Engagement Team, as well as the Girlstart staff at large, are chiefly comprised of young professionals (some of whom are STEM CREW alumni) who have participated in the creation of the organization's first engagement plan in early 2020, and are in the early stages of plan execution. Significant financial support from corporations, foundations and organizations is well established (for example, NASA has provided a \$1.2 million 5-year grant). Interest and support can be extended, with leadership from the new Chief Engagement Officer, to include individuals and alumni who are engaged and value the Girlstart mission and its proven impact on girls' lives.



## Responsibilities:

- Develop and implement, in collaboration with the Executive Director and Engagement staff, strategic initiatives to meet engagement goals for alumni, volunteers, gifts and grants, marketing, and communications; continuously monitor and refine these initiatives.
- Lead the Engagement team in an initiative to develop successful engagement of Girlstart and STEMCREW alumni through a dedicated Alumni Self-Study Commission.
- Develop and implement engagement strategies to build a successful individual and major gifts program.
- Identify, qualify, cultivate, and solicit major gift prospects for Girlstart program priorities and oversee others' cultivation, solicitation, and stewardship activities, while providing timely reports on activities; manage the organization's overall donor pipeline.
- Oversee corporate, foundation and government proposal writing, prospect cultivation and stewardship.
- Oversee the planning, coordination, and implementation of all annual, special, and capital fundraising campaign activities, including events and programs, committee meetings, and progress reports.
- Oversee volunteer initiatives.
- Oversee marketing and communication programs and initiatives.
- Serve as a member of the Girlstart Leadership Team and, in alliance with the Board of Directors, fully participate in Girlstart strategic planning and evaluation.
- Encourage and model continuous improvement practices for Girlstart's engagement team.



## Desired Qualifications:

- Bachelor's degree from an accredited institution of higher education
- Ten (10) years' experience in nonprofit engagement and fundraising with a thorough knowledge of fundraising principles and major gifts management
- Supervisor experience of a 3+ department and external consultants
- Demonstrated ability to build a culture of engagement within an organization
- Strong communication and interpersonal skills, ability to cultivate relationships
- Experience working with Salesforce or comparable donor database for a \$3+ million organization
- Proficiency in organizing and prioritizing tasks in a fast-paced environment; manages towards clarity and finds solutions
- Some evening and weekend work required
- In and out of state travel may be required
- Proven ability to work in a virtual space and facility with emerging technology

# Application Procedure

Applications and nominations should be submitted electronically to:

**Girlstart@hyatt-fennell.com**

Applications should include a Microsoft Word attachment or PDF including the following:

- 1) A cover letter
- 2) Current resume / CV
- 3) Contact information for five professional references

Nominations should include: name of nominee and current contact information

For additional information contact:

**Cheryl Hyatt**

chyatt@hyatt-fennell.com

724-622-1982

or

**Jake Schrum**

jschrum@hyatt-fennell.com

276-698-7560

*Girlstart will only provide programs and accomplish its mission in a manner that does not discriminate on the basis of race, color, religion, gender, age, weight, height, sexual orientation, marital status, national origin, disability, or other defining characteristic that may or may not be protected by law.*

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Executive Search

