



Girls on the Run Georgia Executive Director

Reports to: Board of Directors

Status: Full-time

Location: Hybrid, Metro-Atlanta

Girls on the Run is a transformational physical activity-based positive youth development program for girls in 3rd-8th grade. We teach life skills and social emotional learning through a youth development curriculum that includes dynamic interactive lessons and running games. The program culminates with the girls being physically and emotionally prepared to complete a celebratory 5K running event. The goal of the program is to unleash confidence through accomplishment while establishing a lifetime appreciation of health and fitness. You can find Girls on the Run programs in schools and community sites in Athens, Greater Atlanta, North Georgia, and Golden Isles.

At Girls on the Run, our core values guide our way and we stand firm in our long-standing commitment to building a world where every person can know and activate their limitless potential. We warmly welcome the participation of any child who identifies as “girl”, non-binary, or gender expansive in our programs. We are committed to leveraging our intellectual, financial, and human resources to advance strategies to be inclusive, equitable and accessible to all. Our headquarters and councils are working to bring diverse voices to the table as we know that unique perspectives strengthen the quality and scope of our organization. We pledge to reflect the communities we engage, not only in appearance, but also through fostering an atmosphere of community connectedness that serves as a model for our participants and other stakeholders.

Position Summary

The Executive Director serves as the strategic leader of Girls on the Run Georgia, responsible for advancing the organization’s mission, impact, sustainability, and long-term growth. Reporting to the Board of Directors, the Executive Director provides visionary leadership across organizational strategy, program impact, development and fundraising, external relations, finance, operations, and people leadership.

The Executive Director ensures alignment across programmatic excellence, financial health, and community impact. This role balances strategic leadership with visible, hands-on engagement and serves as the primary ambassador for Girls on the Run Georgia.

Key Responsibilities

Strategic Program Management

- Develop and drive execution of a long-term strategy for scaling Girls on the Run programs, with a focus on expanding into underserved areas and increasing program accessibility.
- Lead long-term program planning, including determining goals for program delivery in partnership with the Program Director and aligning with the organization’s strategic plan and financial sustainability goals.
- Develop a comprehensive council growth plan that reflects creative program and site development strategies with an intentional focus on growing access and diversifying communities served.
- Provide ongoing strategic direction and support to expansion territories, including Golden Isles.
- Regularly assess community needs and ensure programs remain relevant, impactful, and aligned with the organization's mission.
- Drive development of a strategic plan for expanding Girls on the Run into new geographic territories, ensuring alignment with the organization’s mission and long-term goals.

Development

- Lead development and execution of a comprehensive, diversified revenue strategy that includes grants, individual giving, corporate partnerships, sponsorships, and special events.
- Develop and sustain relationships with major donors, foundations, and strategic partners.
- Collaborate closely with development leadership on prospecting, cultivation, solicitation, and stewardship strategies.
- Actively participate in selected grant strategy, proposal development, and funder reporting.

- Ensure fundraising goals are aligned with organizational strategy and program growth priorities.

Program Quality & Operations

- Translate strategic priorities into clear annual goals, measurable objectives, and key performance indicators.
- Foster alignment across program, development, marketing, and operations functions to drive cohesive execution of organizational priorities.
- Ensure programs they meet established quality standards and deliver measurable outcomes.
- Establish robust systems for monitoring and evaluating program success using data-driven metrics, surveys, and participant feedback.
- Ensure compliance with training guidelines and policies from Girls on the Run International and organizational safety protocols.
- With the Finance Committee, execute all financial, operational and programmatic reports to Girls on the Run International and to state and local funding agencies in a timely manner
- Ensure development of scalable models for program implementation in new territories, ensuring operational efficiency, program quality, and financial sustainability.
- Collaborate with Board to develop infrastructure growth plans parallel to growth of the program.

Team Leadership

- Build and lead a high-performing program team by setting clear expectations, providing ongoing coaching, and fostering professional growth.
- Recruit, hire, onboard, and manage staff, interns, and volunteers ensuring effective goal setting and progress toward goals.
- Cultivate a collaborative culture by empowering staff and volunteers with the tools, resources, and support needed to succeed.

Stakeholder Engagement and Advocacy

- Serve as a role model for Girls on the Run, exhibiting our core values and working to achieve the mission.
- Attend and work special events for the organization and/or community events to help raise awareness of organization, or in support of a community partnership as needed.
- Attend and work program events including site visits, info meetings, coach training and the Girls on the Run 5K. Includes some evenings and weekends, virtual and in-person events.
- Act as a spokesperson for the organization's programs, representing the organization at community events, conferences, and stakeholder meetings.
- Develop positive relationships with volunteers, Board of Directors, community members, school personnel, corporate sponsors, and Girls on the Run International.
- Build and sustain relationships with school systems, community organizations, corporate partners, funders, elected officials, and nonprofit peers.

Key Skills & Competencies

- Ability to create and implement long-term strategies for growth and sustainability.
- Ability to foster strong partnerships with stakeholders, including donors and community organizations.
- Experience in scaling programs while maintaining quality, efficiency, and sustainability.
- Ability to develop budgets, secure funding, and align initiatives with financial goals.
- Proficiency in setting clear, measurable goals and aligning them with organizational objectives.
- Ability to lead and inspire a team, set expectations, and provide coaching and feedback.
- Ability to analyze large data sets and translate them into meaningful reports and tools for decision making
- Strong written and verbal communication skills, including public speaking and advocacy.
- Ability to clearly articulate the program's mission and benefits to potential partners and stakeholders.
- Competency in leveraging technology to streamline operations and improve efficiency.
- Capacity to manage multiple projects and meet deadlines effectively.
- Flexibility to navigate dynamic nonprofit environments.
- Sensitivity to diverse populations and commitment to equitable programming.
- Strong technological proficiency to navigate an array of web-based software.

Qualifications

- Bachelor's degree in Nonprofit Management, Education, Social Work, or a related field preferred.
- 8+ years of relevant work experience in nonprofit, community impact or mission-driven organizations.

- 5+ years leadership experience and managing teams, including staff and volunteers.
- Demonstrated experience in fundraising and grant writing.
- Experience working with youth in grades 3-8, counselling, social work, youth development, or teaching experience preferred.
- Demonstrated success in designing, scaling, and evaluating community programs.
- Flexibility to work weekends, evenings, and extended hours as needed with reliable transportation.
- Ongoing local travel with periodic out-of-state travel required.

Additional details and application instructions for the Executive Director position will be available by February 16.