

GROWTH DIRECTOR POSITION DESCRIPTION

Growth Director Mission:

The Growth Director is responsible for implementing regional growth strategies that are aligned with the region's annual execution plan and the organization's six strategic priorities. The Growth Director helps drive EO's membership growth by leveraging the Membership Recruitment, Member Engagement, Chapter Launches, and Accelerator programs in the respective region. The Growth Director reports to the Regional Director, liaises with the various Functional teams, seeks guidance and communicates regularly with the Area Directors and suggests the deployment of Experts as subject matter experts. The Growth Director is the strategic mind for growth within their region and collaborates with the necessary teams for EO's sustainable growth.

Qualifications:

- Either served as a Regional Council member, or served as an Expert and attended a GLC track as a chapter officer.
- An EO member in good standing for 5+ years and has attended EO events regionally and globally.
- Aligned with EO ambition, purpose, and values.
- Preferred Competencies:
 - a. Project management
 - b. Motivating and Coaching
 - c. Innovation and Creativity
 - d. Listening
 - e. Managing Conflict
 - f. Growth Driven
 - g. Strategic Flexibility

Expectations and Responsibilities:

- Develop, with staff, a regional and local strategy to support regional growth
- Monitor, with staff, chapter growth planning and execution
- Identify areas of concern within chapters and deploy experts as needed. Ensure actions are communicated to the respective Area Director
- Engage with regional leadership to further marketing and communications initiatives related to growth, build connections with media outlets
- Interact with the Global Membership Committee, Member Engagement Committee, and External Engagement Committee on a monthly/quarterly basis which could include engagement with GMC's three sub-committees (Member Recruitment, Structured Growth, and Chapter Launches/New Markets), and Accelerator Subcommittee
- Serve as a voting member of the Regional Council, under the direction of the Regional Director
- Work with:
 - a. Chapter Launch Experts to identify new chapter locations with highest probability of quality growth
 - b. Member Engagement Experts to ensure new and existing members are well-integrated into EO
 - c. Member Recruitment Experts to help build healthy chapter growth
 - d. Accelerator Experts to further accelerator initiatives and identify opportunities for growth

Term and time commitment:

- The term is one fiscal year (1 July to 30 June) and may continue for more than one year if approved
- Conference calls 3-4 times/month, including the monthly Regional Council call with functional Directors, a call with other Growth Directors from other regions and the various Functional teams when requested for experience sharing
- Individual communication with regional staff on a regular basis and Growth Director Staff Liaison
- Attend GLC to participate in Director Training and attend the Regional Council's annual planning session
- Required annual travel:
 - President's Meeting (January or February)
 - Multi-Chapter or Regional Events (as requested)
 - Other Regional Council meetings (as identified)
- Attendance at key regional event to speak to the audience and communicate facts about the region.

Applying and accepting a PoL role may require that you choose between the PoL role and being an EO trainer or facilitator. **Per EO's Conflict of Interest Policy, Growth Directors may not serve as Accelerator Trainers.**

For questions, please contact pol@eonetwork.org

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