



BETA THETA PI

— MEN OF PRINCIPLE —

BETA THETA PI FRATERNITY & FOUNDATION POSITION DESCRIPTION

Title	Director of Volunteer Services
Department	Volunteer Services
Reports to	Chief Volunteer Services Officer
Minimum Qualifications	<ul style="list-style-type: none">• Bachelor's degree from an accredited four-year institution• Experience with relationship building, collaboration, and team dynamics.• Experience with project management.• Experience with sales and/or personnel/volunteer recruitment.• Experience working with campus professionals, undergraduate students, and alumni.• Familiarity working in an office setting, including both in-person and virtual formats.• Outstanding interpersonal and communication skills.• Positive attitude and a strong sense of teamwork.
Preferred Qualifications	<ul style="list-style-type: none">• Two years of part- or full-time professional experience in Fraternity and Sorority Life.• Membership in Beta Theta Pi.• Exposure to or participation in Beta Theta Pi's leadership development programs.• Travel logistics experience.• Management experience.
Time Allocation	<ul style="list-style-type: none">• 40% - Volunteer Support and Development• 40% - Volunteer Stewardship and Appointment• 10% - Administrative / systems oversight• 10% - Cross-departmental collaboration and support
Start Date	Varies

VISION, MISSION, VALUES & PRIORITIES OF BETA THETA PI

Vision	Every member will live Beta Theta Pi's values.	
Mission	To develop men of principle for a principled life.	
Core Values	Mutual Assistance	Betas believe that men are mutually obligated to help others in the honorable labors and aspirations of life.
	Intellectual Growth	Betas are devoted to continually cultivating their minds, including high standards of academic achievement.
	Trust	Betas develop absolute faith and confidence in one another by being true to themselves and others.
	Responsible Conduct	Betas choose to act responsibly, weighing the consequences of their actions on themselves and those around them.
	Integrity	Betas preserve their character by doing what is morally right and demanding the same from their brothers
Strategic Priority Areas	Brotherhood, Personal Growth, Home Learn more about Beta's strategic plan here: https://beta.org/about/beta-strategic-plan/	

IMPACT STATEMENT

Beta Theta Pi's Volunteer Services Department is dedicated to supporting and training local chapter volunteers in order to promote the Mission, Vision and Core Values of Beta Theta Pi.

The main responsibilities of the Director of Volunteer Services are:

1. Support the overall efforts and initiatives of the Administrative Office.
2. Cultivate, recruit, and appoint chapter counselors for chapters within assigned portfolios, determined by the Chief Volunteer Services Officer.
3. Serve as the primary contact for potential and current volunteers within a certain area of Beta's Broad Domain.
4. Assist in the creation and execution of volunteer-centered support programs for the Fraternity.

OVERALL JOB RESPONSIBILITIES

Manage the development of and constituent relations for chapters and volunteers in an assigned portfolio of chapters within Beta's Broad Domain.

- Provide support for volunteers, including but not limited to counsel, resource allocation, information sharing, training, etc. This will include, but is not limited to, individual coaching for chapter counselors, group coaching calls for cohorts of volunteers, etc.
- Recruit, appoint, and train new volunteers as part of a comprehensive volunteer lifecycle, including the proactive identification of needs, rotation of roles, evaluation of volunteer performance, developing innovative solutions to fill vacancies, etc.
- Provide direct support to chapters and advisory teams in the absence of an appointed or available chapter counselor.
- Develop and foster relationships with constituencies critical to the success of chapters, including alumni associations, house corporations, and campus professionals. This will require the utilization of verbal and written communication during in-person and virtual interactions.
- Develop and implement effective remote work practices, including the successful management of travel logistics, resource allocation, project execution, etc.
- Develop and implement an effective chapter and constituent engagement schedule that includes, but is not limited to, chapter or campus visits, volunteer training workshops, conferences and retreats, etc.
- Collaborate with the Growth Department to ensure operational success of volunteers for new chapters, which is defined as a chapter established within the last five years.

- Collaborate with the Leadership & Education Department to develop and review all department operational policies and volunteer resources (officer manuals, program examples, web resources, etc.).

Support the overall efforts and initiatives of the Administrative Office.

- Participate in departmental and office-wide meetings.
- Serve as a member of the Volunteer Services team and participate in Volunteer Services meetings, retreats and strategic planning as required or requested.
- Serve as a facilitator or event manager for assigned General Fraternity leadership programs.
- Work with other departments (Growth, Leadership and Education, Foundation, Communications, Chapter Services, etc.) to advance and implement the strategic direction of the Fraternity.

COMPETENCIES

Competency	Definition
Planning	Exhibits skills in advance planning, coordinating logistics, and proactive communication about future events; pays close attention to details
Program Development	Demonstrates knowledge of Beta’s current membership programs and the ability to modify and adapt programs to specific campuses based on their unique profile.
Facilitation & Presentation	Knowledgeable & skilled in delivering content to and facilitating both large and small group programs to undergraduates, alumni, and campus professionals.
Foster Collaboration	Works in partnership with others to achieve results; develops positive and lasting relationships with campus professionals and other fraternity professionals.
Achieve Results	Demonstrates and creates a sense of urgency and commitment for achieving results, including performance metrics such as Founding Father targets, average chapter GPA, chapter size, and advisor engagement.
Demonstrate Initiative	Ensures execution of work tasks needed to accomplish organizational goals with minimal oversight.
Uses Sound Decision Making & Judgment	Effectively and critically examines issues and problems and makes judgments in line with organizational values and established practices.
Change Management	Anticipates and plans for a rapidly changing environment; adapts quickly to change; develops Beta’s expansion program in a proactive way.
Innovation & Strategic Thinking	Takes risks and challenges the process; considers the long-term implications of daily work through critical thinking and/or assessment.
Manage & Develop Others	Contributes to the personal and professional growth and development of direct reports & other staff members; exhibits a strong sense of accountability for self and others in the department.