

## EMPLOYMENT OPPORTUNITY

### POSITION

**Recruitment & Growth Coordinator**

### DEPARTMENT

Recruitment & Growth

### COMPANY

Sigma Tau Gamma Fraternity, Inc.

### OUR VISION

**Building Noble Generations of Men.**

A Sig Tau knows that life is about growing to your own personal best, growing to greatness. He doesn't just happen upon us; he is chosen from among our friends to be called our Brother. He is then shown the deeper meaning behind our outward principles – principles which give our men every advantage to make each day count, the knowledge to strive for one's personal goals, and the will to be courageous. What a Sig Tau believes, shapes who he is and informs his every action.

A fraternal experience committed to building a generation founded upon nobility remains the principal benefit of membership in Sigma Tau Gamma and the one definitive element that differentiates us from other fraternal organizations on campus.

By the very definition of the word *noble*, those not affiliated with Sigma Tau Gamma will know that we provide values-based leadership development opportunities to our members. With the vision as a backdrop, we have developed a purpose statement, which will focus our efforts.

### OUR PURPOSE

**To be a Fraternity of Courageous and Noble Gentlemen Who Always Endeavor Forward.**

Having courage is the most important thing any man can do, it is a foundation because without courage you cannot practice any of the principles or strive to be a high-performing noble gentlemen.

It is our duty to provide a spontaneous and joyous welcome to each and every man who wants to call himself a Sig Tau. By creating that kind of environment, we will foster the best within each and every member, thereby giving them a path to pursue wisdom all through life. It is that commitment to better oneself that will give them the will to endeavor forward – always.

We cannot reach our vision or exemplify our purpose if the products and services we offer are not **relevant** to our members, **replicable** across chapters and time, and **recognizable** as ours so as to be discernable from our competition. These 'Three R's' will become the litmus test against which we will allocate resources in the months and years to come.

## **YOUR ROLE IN OUR VISION AND PURPOSE**

The Recruitment & Growth Coordinator is a full-time position responsible for several functions within Sigma Tau Gamma Fraternity, which includes assisting chapters with the membership growth of their chapter, establishing new chapters of Sigma Tau Gamma, and supporting the development of associate chapters.

The Recruitment & Growth Coordinator reports directly to the Director/Associate Director of Recruitment & Growth . As a Coordinator, you will focus primarily on providing guidance for the purpose of supporting new associate chapters and their members within the Fraternity.

Primary responsibilities include developing and executing expansion efforts with the overall goal to establish a new associate chapter of the Fraternity, monitoring the recruitment and retention of chapters and associate chapter members, and facilitating recruitment training to undergraduate and Chapter Advisory Team members.

As a non-profit organization, our organization has prioritized that membership growth needs to be achieved by all chapters for Sigma Tau Gamma to reach its full potential. The Recruitment & Growth Coordinator is essential to the Fraternity's long-term ability to achieve the organizations 2020 Strategic Plan and each of the growth initiatives.

## **SPECIFIC RESPONSIBILITIES**

- Aid, guidance, and instruction to the associate chapters and their members.
- Responsible for 1-2 expansion projects per semester which may include assisting existing chapters with their recruitment efforts.
- Develop and implement plans to increase member growth and retention in the collegiate chapters.
- Conduct weekly or bi-weekly coaching calls with chapter and/or associate chapter leadership.
- Build partnerships with the Chapter Advisory Teams of new associate chapters and provide them with relevant communication on a frequent and regular basis.
- Work collaboratively with the, Collegiate Services Department, and Member Engagement and Growth Department to evaluate the synergy of the areas of member engagement, expansion, recruitment and growth, and college services.
- Travel as a representative of Sigma Tau Gamma Fraternity for expansion, recruitment, presentations, training, investigations, new advisor/officer relationship building and national educational programs as needed.
- Collect, organize, and track transition documentation and records.
- Act as a liaison with campus professionals, vendor-partners, and other publics to answer questions and/or resolve internal and external associate chapter issues.
- Interface with other team members for member safety and leadership programming needs.
- Foster relationships with new and existing interfraternal colleagues that work in expansion, growth, and recruitment.
- Pursue continuing education and training on topic areas related to your position.
- Maintain the Fraternity's reputation for integrity, responsibility, caring and prudent management of member information.
- Provide ideas, opinions, or information in an articulate, professional manner.
- Performs other duties as assigned.

**SUPERVISORY RESPONSIBILITIES**

None

**SUPERVISOR**

Director/Associate Director of Recruitment & Growth

**QUALIFICATIONS**

- Member of Sigma Tau Gamma Fraternity or other fraternity/sorority and basic knowledge of the Fraternity strongly preferred.
- Bachelor's Degree Required.
- Ability and willingness to travel as a representative for two to three weeks at a time on behalf of Sigma Tau Gamma Fraternity when needed.
- Computer literacy and proficiency with Microsoft Office software suite.
- Must possess excellent analytical, organizational and communications skills.
- Initiative and independence in carrying out responsibilities.
- Ability to prioritize and manage multiple tasks and a variety of demands.
- Strong self-motivation and the ability to work as a team member.
- Commitment to maintain confidentiality and a high degree of accuracy in constituent records.
- Ability to anticipate needs, see opportunities and use good judgment in dealing with confidential information.
- Ability to analyze and review operational procedures, identify problem areas and optimize performance through procedural changes.
- Must be able to work in an environment of constant demands and frequent interruptions.
- Demonstrated ability to work effectively with people of diverse backgrounds and promote a positive work environment, the spirit of cooperation and positive reactions to change.
- Aptitude for learning about the housing and Greek industry, our principles and practices and ability to maintain a professional, polished demeanor.
- Must be able and willing to lift and carry items 35-50 lbs.
- Creativity, curiosity, sense of humor, high energy level and enthusiasm.

**LOCATION**

Indianapolis, Indiana

**DESIRED START DATE**

June 2018

**EMPLOYMENT STATUS**

Full Time, Exempt Employee; Salary

**COMPENSATION AND BENEFITS PACKAGE**

Sigma Tau Gamma is a small, non-profit business with a large reaching impact. Our select staff of over 20 men and woman immediately allows you to join and have an instant impact on an organizational membership of over 61,000. From day one, you become a valued and essential member of our team.

Additionally, you will receive:

- Competitive Nonprofit Salary
- Meal and Mileage Reimbursement
- Health, Dental, and Life Coverage (at no cost to the employee)
- Vision, Optional Additional Life, Disability, Legal Coverage Options
- Moving/Relocation Expenses
- Gym Membership
- Paid Holidays, vacation days, and sick time
- Cell Phone Nonprofit Rates
- Personally Retain Accumulated Airline and Hotel Travel Points
- Ability to Participate in 401K with a Company Match
- Personal and Professional Development Growth Opportunities

#### **NON-DISCRIMINATION POLICY**

The Sigma Tau Gamma Fraternity, Foundation, and the WPN National Housing Company are an equal opportunity employer. We do not discriminate in hiring or employment on the basis of race, color, religion, national origin, gender, marital status, sexual orientation, age, disability, veteran status, or any other characteristic protected by federal, state, or local law.