JOB DESCRIPTION

Job Title: Volunteer Services Manager

Reports to: Volunteer Services Director
FLSA Classification: Exempt
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Dept: Volunteer Services
Entity: OneOC Core

Supervises Others:

SUMMARY:
Reporting to the Director of Volunteer Services and working in close collaboration with the Volunteer Services team, the Volunteer Services Manager serves as a critical member of the organization, providing a variety of volunteer recruitment and management services for nonprofits and civic-minded companies in Orange County. This position may specifically focus on areas including grant management, volunteer program management, training others in volunteer management, and outreach & developing partnerships with nonprofits and volunteer groups.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

• Volunteer Recruitment & Engagement:
  ▪ Responsible for recruiting partner nonprofits to support through VolunteerPRO services
  ▪ Builds strategic partnerships with external volunteer groups, community groups, colleges/universities, and nonprofits, creating pipelines for service opportunities
  ▪ Leverages Hands On Connect Volunteer Management System (Salesforce extension) for recruiting, tracking, and managing volunteers and for posting volunteer opportunities.
  ▪ Ensures volunteer or program hours and impact are tracked through VMS.

• Volunteer Management:
  ▪ Responsible for management of volunteers within OneOC and in partner organizations, including: planning, onboarding, day to day management, recognition, retention, and evaluation
  ▪ Responsible for building relationships and stewarding a variety of volunteers: Skills-based volunteers, committee/council members, board members, day-of volunteers, etc.
  ▪ Can strategically build out and successfully fill/oversee volunteer opportunities in alignment with organization’s mission and goals.

• Training & Development
  ▪ Completes Volunteer Engagement Training Program (VETP), stays current and becomes expert in up-to-date volunteering best practices
  ▪ Provides nonprofit partners with training on: volunteer management, skills-based volunteering, Hands On Connect volunteer management system, volunteer services, OneOC services
  ▪ Participates in OneOC Council and committee groups – contributing to planning and hosting meetings.
  ▪ May have a role in mentoring or training cohort groups.
  ▪ Must be comfortable developing and implementing processes for volunteers and nonprofit partners.

• Business Development & Financial Management:
  ▪ Responsible for managing a revenue portfolio of earned income opportunities within an assigned Volunteer Services.
  ▪ Develops and manages the budget and revenue goals for assigned services; completes variance reports, cash flow projections and ensures revenue is received.
Volunteer Services Manager
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- Maintains strong pipeline of paid services opportunities and leverages Salesforce to track outreach, business development and client activities.
- Develops proposals, service agreements, and MOUs as needed.

- Data & Reporting
  - Completes reporting responsibilities for assigned service lines, including but not limited to: grant reports, impact reports, etc.
  - Works in Salesforce daily to keep connections and actions updated.

- General
  - Performs all actions in alignment with the mission and goals of OneOC.
  - Ensures effective and courteous communication with all contacts -- internal and external.
  - Works well with diverse people.
  - Maintains current knowledge of and ensures compliance with organizational and department policies and procedures.
  - Ensures that all applicable safety requirements for the program and work environment are met, including prompt injury and incident reporting.
  - Meets all requirements for confidentiality and for management of corporate, finance and personnel information including distribution controls, secure filing and disposal, and records retention and storage. Reports violations.

ADDITIONAL RESPONSIBILITIES:
- Collaborates with OneOC colleagues inside and outside of Volunteer Services team to meet organizational and departmental goals
- Serves as a staff liaison to volunteer groups within OneOC as assigned
- Participates in monthly business development and operational excellence meetings with members of the OneOC team
- Engages nonprofits, volunteers and companies in OneOC Days of Services and Signature Events
- Supports corporate volunteer events as needed
- Serves as an ambassador for OneOC in the community
- Other duties as assigned

EDUCATION AND/OR EXPERIENCE:
- Bachelor’s degree required.
- Minimum 3-5 years of professional experience recruiting and managing volunteers within a nonprofit organization.
- Strong project management experience required.
- Program development, financial management, and customer experience required.
- Must demonstrate a successful track record of generating revenue for an organization.
- Must be able to demonstrate internal team leadership and an entrepreneurial, collaborative, and results-oriented approach.

COMPUTER & EQUIPMENT SKILLS:
- Comfortable using technology software applications daily, including but not limited to: MS Office Suite, Salesforce, HandsOn Connect, Formstack, Zoom, etc. Willingness to learn new systems.
- Has good general knowledge of computer operations; uses a keyboard and calculator proficiently and with a high degree of accuracy.
- Uses Microsoft Office Word and Excel as well as Internet and email programs proficiently.
- Uses typical office equipment.

PHYSICAL JOB REQUIREMENTS:
- Sits for extended periods of time at a computer station or work desk. Stands and walks throughout the day.
- Uses hands and fingers to operate computers and office equipment for up to 8 hours or more each day.
• Requires clear vision at 20 inches or less with or without corrective lenses and vision sufficient to use equipment and drive a car safely.
• Hearing and speech within normal ranges and sufficient for clear communication face to face and on the telephone.
• Lifts up to 10 pounds regularly and 25 pounds occasionally.
• Safely drives own vehicle for business purposes; drives rented vehicles, (e.g., U-Haul trucks), up to 26 feet for projects as needed.
• Exposed to typical office environment conditions and noise levels.
• Willingness to travel for offsite events.

MENTAL AND REASONING REQUIREMENTS:
• Uses critical thinking skills to create documents and spreadsheets and interpret information furnished in written, oral, diagram, or schedule form.
• Able to set goals based on available information and to plan work to meet deadlines. Able to project likely future occurrences based on current or historic data.
• Uses decision-making skills and judgment to work independently to resolve problems; able to identify those situations that require supervisor intervention for a solution.
• Able to formulate appropriate responses to requests for services and information from internal or external customers.
• Able to understand, comply, and implement established processes, practices, and systems.
• Uses skill and judgment to ensure written or verbal outputs are clear, accurate, grammatical and of appropriate tone.
• Able to present effective and compelling messages to individuals, groups, and the public.

OTHER JOB REQUIREMENTS:
• Organizes workload throughout the day to meet project timelines and deadlines.
• Maintains professional behavior, dress, and appearance at all times.
• Attends meetings and trainings as requested.
• Maintains a valid, California driver license, proof of vehicle registration and proof of in-state vehicle insurance at all levels in accordance with the requirements of California state law; informs supervisor immediately of changes in license, registration and/or insurance status.
• Consents to periodic motor vehicle record (MVR) reviews and is deemed as “qualified to drive” by insurance carrier.
• May travel by car or air outside the area for one or several days.

Pay Range: $65,000-$70,000 per year

Please send resumes to Hr@oneoc.org

OneOC is an Equal Opportunity Employer