



# DELTA TAU DELTA

## Delta Tau Delta Fraternity Job Posting

**Job Title:** Expansion Consultant  
**Position:** 45-week employee agreement  
**Exempt/Non-Exempt (OT Eligible):** Exempt  
**Supervisory responsibilities:** None  
**Reports to:** Director of Growth  
**Estimated Start Date:** January 4, 2022

### **Organizational Culture:**

If you are ready to develop the next generation of young men and challenge them to reach their full potential, you are in the right place. Delta Tau Delta is committed to coaching today's young leaders, entrepreneurs and innovators as they strive for excellence. Join us as we empower our members to take ownership in their collegiate experience and work towards their goals. Our team is focused on helping and developing one another so we can better support our members as they carry out the Mission and Values of the Fraternity. We are looking for people committed to these values who want to join our proud legacy and help shape its future.

### **Job Summary:**

The expansion consultant creates the Delt experience at campuses across the country. This position develops the Delt experience not just for the men they recruit, but the hundreds of men who will join the brotherhood in the future. It also coaches colonies throughout the year and teaches them how to be Deltas. This position develops relationships across the country and serves as the organization's main contact for new colonies.

### **Essential Duties:**

#### Strategic Work:

- Operate with the framework of being expansion minded, growth-minded and retention-minded
- Build the undergraduate experience

#### Functional Responsibilities and Deliverables:

- Oversee the organization and preparation for expansion projects.
- Provide on-site operational support and recruitment support to newly established and existing colonies started within one year.
- Execute volunteer advisory team in-person training for newly established colonies.
- Assist colonies with the retention of members.
- Assist colonies with the development of the charter petition.
- Provide updates on the status of colonies to the Director of Growth.
- Interface with campus partners and building rapport with campus stakeholders.



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- Present to student groups to build lead generation for new colonies.
- Promote the Fraternity through social media, in-person connections, current campus students and campus organizations.
- Cold call perspective members.
- Meet with individual colony officers and complete officer training.
- Act as lead consultant for one expansion project each year.
- Facilitate meetings with volunteers and perspective members.
- Appoint seven to 10 initial new colony officers.

## Competencies

The following competencies have been identified as important behaviors the person in this position will need to possess and develop. The initial onboarding process, ongoing personal development and performance benchmarks for this position will focus on these job competencies:

Business	Team	Personal development
<ul style="list-style-type: none"><li>• Accountability</li><li>• Action oriented</li><li>• Adaptability</li><li>• Communication</li><li>• Resourcefulness</li></ul>	<ul style="list-style-type: none"><li>• Relationship building</li></ul>	<ul style="list-style-type: none"><li>• Authenticity</li><li>• Confidence</li><li>• Grit</li><li>• Presence</li><li>• Resilience</li></ul>

## Other Responsibilities

- Travel will focus on the managed portfolio of two to three colonies varying lengths of time from one day to a full semester. Travel will be to campuses to begin expansion research projects as needed.
- Attend Division Conferences.
- Attend the Karnea convention on even years.
- Act a representation of the organization and an ambassador of Delta Tau Delta
- Work with various departments and external audiences in communicating and achieving organization initiatives.
- Assist with other duties and projects as assigned.

## Required Qualifications (Education, experience, knowledge, skills, overtime, licenses, etc.)

- Have a bachelor's degree as well as knowledge of fraternity and sorority life and chapter operations.
- Attend a six to eight-week training period in Fishers, Ind. at the Delta Tau Delta Central Office.
- Travel approximately 85 percent of the time (approximately nine months) through the contiguous United States via car or plane. Standard work includes nights and weekends.
- Have a valid driver's license.
- Able to organize tasks and to-do items according to priority.



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- Experience with writing and delivering professional messages that are thorough and concise.
- Demonstrated ability to bounce back when challenges arise or when strategies don't go according to plan.
- Proven ability to build networks of people who support your vision and work.

## Compensation

Compensation for a 45-week employment period is \$30,720. Additional benefits include comprehensive health plans, 401k with employer match after first year of employment, three weeks of leave between fall and spring semesters, a company vehicle with car insurance, a AAA membership, and use of a company laptop and cell phone. Based on achieving goals, this position may be eligible for two \$500 bonuses.

## To Apply

For immediate consideration, please submit:

1. Complete the online application found at [www.delts.org](http://www.delts.org),
2. Email a cover letter detailing your qualifications and available start date including your responses to the following:
  - Describe a time when you had to organize your tasks and to-do items according to your priorities
  - Describe a time when you had to **write** personal and professional messages that are thorough and concise.
  - Describe a time when you had to overcome obstacles individually or on a team.
3. Email a resume, and
4. Email two professional or experiential reference letters.

Send items to:

Adam Abbott, Director of Growth at [adam.abbott@delts.org](mailto:adam.abbott@delts.org)