



Staff Position Description:
Associate Director of Area Development

Inherent in each staff position within Alpha Xi Delta Fraternity is an obligation to commit to the Fraternity's vision: Inspiring women to realize their potential. Further, each position includes a responsibility to promote and carry out the Fraternity's mission: To enrich the life of every Alpha Xi Delta.

RESPONSIBLE TO: Director of Member Services

DEPARTMENT AND CLASSIFICATION: The Associate Director of Area Development is a member of the Member Services Department. The position is classified as exempt.

PURPOSES AND BASIC FUNCTIONS:

- To direct the responsibilities and tasks of his or her area of the Member Services Department to meet the goals of the Fraternity.
- To maintain the Fraternity's cooperative relationships with the colleges and universities in his or her area.
- To work to ensure that chapter operations in his or her area adhere to Fraternity policy and are executed with a "best in class" mentality.
- To promote volunteer and alumnae involvement throughout the membership.
- To keep current on issues and other matters affecting college campus life, as well as those affecting alumnae members, especially in their volunteer work with the chapters and collegiate members.

**INTERNAL
RELATIONSHIPS:**

Every Alpha Xi Delta staff member is integral in fulfilling the Fraternity's vision and mission. Although a position may generally require collaboration more with one staff member than with another, all staff members work cooperatively and respectfully with each other.

The Associate Director of Area Development has regular contact with volunteer leaders, college chapters, and is the liaison between the National Fraternity and the National Directors Network, the Area Facilitators, and the college chapter advisors.

**EXTERNAL
RELATIONSHIPS:**

Develops and nurtures relationships between the National Fraternity and host institutions as well as the National Fraternity and fraternal partners.

DUTIES AND RESPONSIBILITIES**Area Operations**

- Coordinates assigned area in order to carry out strategic priorities with "best in class" mindset and reach Fraternity goals.
- Strategizes, trains and works alongside Fraternity staff and volunteers.
- Assists in maintaining chapter records for the respective area of member services.

University Relations

- Cultivates a partnership with each of Alpha Xi Delta's host institutions.

Training

- Attends training and educational sessions at Fraternity Headquarters or other designated location.
- Assists in developing and implementing training for Fraternity volunteers, especially Area Facilitators.

College Chapters

- Oversees the support and development of college chapters in his or her area in collaboration with volunteers and other staff members.
- Maintains a functional knowledge of the recruitment system in place for each of his or her chapters.
- Responds to violations of university or Fraternity policies; recommends disciplinary action of chapters and collegiate members.
- Stays current on college campus trends, issues and higher education needs.

- Visits college chapters when needed to assist with recruitment, conduct retreats, provide training, and help with chapter management, submitting a written report within two weeks of the visit.
- Prepares and presents Alpha Xi Delta programs to chapters when needed.
- Completes follow-up work after each chapter visit.
- Assists in the implementation and administration of the Double Blue and Gold Standard to assess the development, management, and overall welfare of chapters.
- Assists in creating and updating resources for training and use by college chapter officers and those whose work supports college chapter growth and development.
- Gives guidance and presents alternative courses of action to collegiate members and their advisors in chapter development and member recruitment.
- Facilitates a team approach to the development of the chapter by coordinating the relationships between the volunteer structure and the chapter's officers.
- Partners with Educational Leadership Consultants and Leadership Coaches in providing goals and feedback to college chapters.

Volunteers

- Participates in promoting the lifetime engagement program.
- Serves as a resource and staff liaison to the Area Facilitators and other assigned volunteers in his or her area.
- Serves as a resource and staff liaison to assigned National Director and Territory Directors.
- Identifies, recruits, and assists in the retention of volunteers.
- Maintains the integrity of the volunteer structure.
- Assists in the development and implementation of volunteer training.

National Meetings

- Assists with the design and implementation of national meetings, such as National Convention, Officer Academy, or other future programs.
- Attends national meetings of other organizations on behalf of the Fraternity.

Extension

- Participates in evaluation of extension opportunities.
- Supports extension and installation efforts, as needed.

Foundation

- Participates in donor cultivation events in the assigned area, as requested by the Foundation's Director of Development.

Miscellaneous

- Maintains a corporate credit card account, adhering to the Fraternity policy, including providing

all required receipts for reconciliation.

- Resides in the geographical location of the area assigned.
- Undertakes additional assignments and projects as assigned by the Director of Member Services.
- Travels as needed to college chapters, adhering to the Fraternity travel policy.
- Makes his or her own travel arrangements for each chapter visit.
- Maintains and is responsible for business equipment.
- Maintains a safe driving record.
- Assists in budget preparation and monitoring of own portion of the Fraternity budget.
- Participates in weekly conference call with the Director of Member Services.
- Provides timely feedback to collegians, advisors and co-workers.
- Utilizes “best practices” in all activities and programming.

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