

Position Title: **President and Chief Executive Officer**
Reports to: **Caring for Colorado Board of Directors**

Position Summary

The mission of the Caring for Colorado Foundation is to create equity in health, well-being and opportunity for Colorado's children and families. The core values of Caring for Colorado are integrity, inclusion and commitment. Created in 1998 from the proceeds of the sale of Blue Cross Blue Shield of Colorado, Caring for Colorado works with communities to catalyze and accelerate change to improve the lives and health of Colorado's children, youth and families. Building on an exceptional reputation and programmatic investments surpassing \$100 million, Caring for Colorado is poised to make significant investments to address root causes, promote prevention, improve systems and advance policy change so that Colorado's children and families can thrive. The capacity of the 501(c)(4) Caring for Colorado Foundation has been expanded over the last year through the creation of the Centennial Fund, a related 501(c)(3) organization that was created with an endowment gift from the David and Lucile Packard Foundation.

Following the retirement of the Foundation's Founding President and CEO, Chris Wiant, MPH, PhD, the Board of Directors has launched a search for the leader who will take the Foundation and the Centennial Fund into their next phase of impact. The key priorities for this role are to:

- Champion and lead a culture of forward momentum to implement a new strategic plan, recently adopted by the Caring for Colorado Board of Directors. This plan deepens and expands the organization's commitment to improving the lives and health of children and families in Colorado, especially for those who are furthest from opportunity.
- Lead and manage a high-performing and highly committed team of fifteen staff, spread over two offices in Denver and Pueblo, and deepen the organization's culture to reflect the foundation's values of integrity, inclusion and commitment.
- Develop, articulate and implement the organization's goals for improving practices and policies to promote diversity, equity and inclusion.
- Ensure efficient and effective foundation operations including oversight of strategy development, grantmaking, investments, corporate communication, public relations, office management and staff development.
- Provide non-partisan leadership at the local and state level on issues, policies and practices that are aligned with foundation priorities to improve health, well-being and opportunity for children and families.
- Provide leadership for the CFC-related Colorado Centennial Fund (a new 501c3 organization), including working with the Fund's Board of Directors to clarify its vision, mission, goals, and operations, in association and consistent with its relationship to the Foundation.
- Partner with and support the 15-member, Governor appointed, statewide, Caring for Colorado Board of Directors to set overall direction for the organization.

Essential Duties and Responsibilities:

Strategic Leadership

- Articulate and promote the mission, vision, values and goals of the Caring for Colorado Foundation.
- Implement a newly adopted strategic plan for the Foundation, encouraging a spirit of commitment, action and innovation, as well as a culture of continuous improvement to adapt to the evolving needs of the field. Evaluate results over time and work with the board to refine direction.
- Serve as a spokesperson, educator, and advocate, regarding the health and well-being of Colorado children and families, especially for those furthest from opportunity.
- Build coalitions, partnerships and funding collaboratives to gain consensus and momentum for addressing important issues facing Colorado as it relates to the health and well-being of children, youth and families.
- Interact with communities, non-profits, elected officials and other foundations to enhance the reputation and effectiveness of the work of the Foundation at the local, state, and national level.

Executive Leadership

- Lead by example and promote an organizational culture that exemplifies the values of integrity, inclusion and commitment.
- Build a culture of teamwork and accountability and encourage staff creativity and initiative.
- Establish a strong professional development program to build staff competencies to ensure effective foundation operations.
- Build and grow a staff culture that values diversity, equity and inclusion. Measure the Foundation's effectiveness in improving policies and practices that promote diversity, equity and inclusion in internal operations, grantmaking and community partnerships.
- Ensure that staff represent the Foundation with integrity, partner effectively, deliver high quality customer service, and adhere to organizational policies and practices.
- Lead and encourage the staff in enhancing and evolving the Foundation's work.

Organizational Management

- Oversee the financial operations of the Foundation and the Centennial Fund to ensure compliance with all relevant regulations, board policies and internal controls. Ensure that the fiscal management of the Foundation and the Centennial Fund are sound.
- Guide stewardship of the Foundation's endowment to ensure prudent investment management, financial integrity and intergenerational equity.
- Provide leadership for the growth of the Centennial Fund through private fund-raising and organizational partnerships.
- Develop and monitor a budget that allows for the successful implementation of the strategic plan.
- Ensure that human resource policies are in place for effective staff recruiting, hiring, supervising and evaluation.

Board Engagement and Partnership

- Implement all decisions, direction, policies and resolutions from the Foundation's Board of Directors.

- Assist the Board of Directors in their role as policymakers for the Foundation, which includes assisting in the development of strategic goals and objectives that are consistent with the Foundation's mission and values. Measure and report the effectiveness of these goals and objectives on a regular basis.
- Inform the Board of current trends, practices and research related to the Foundation's priorities and strategies, as well as the philanthropic sector.
- Partner with the Board to continually advance good governance and effective committee structures.
- Serve on the Investment Committee to ensure adherence to the Foundation's investment policy, proper evaluation of consultant and manager performance and execution of any Board mandated investment strategy guidelines.
- Work with the Governor's Office of Boards and Commissions to facilitate the identification and appointment of new board members.

Fulfill other duties as assigned by the Board of Directors.

Minimum Qualifications:

Candidates will possess advanced education at the master or doctoral level in public health or another field relevant to the work of the Foundation and/or a minimum of ten years' relevant leadership experience. This experience will reflect a significant record of progressively responsible executive leadership with a proven history of successfully leading and navigating organizations through growth and strategic evolution. The highest levels of integrity, honesty, and ethics are required. Familiarity with local and state-level health, social and government sectors is highly desirable, and a deep commitment to and passion for Colorado's children, youth and families is essential. The ideal candidate will bring a high degree of emotional intelligence and an ability to foster purposeful relationships with members of the Board, staff and external partners and stakeholders. The President and CEO must also operate with a sense of humility and intellectual curiosity that fosters continual learning and understanding.

Specific Knowledge, Experience and Skills:

- Knowledge of and experience with the issues impacting children, youth and families in Colorado, including an understanding of the health, public policy and social service system in Colorado.
- Deep knowledge and recent work in Colorado, with a specific understanding of the diversity of Colorado's communities, geographic regions and history.
- Demonstrated track record of working to promote health equity and an understanding of the policies and practices that a foundation can employ to help advance this goal.
- Deep content knowledge about philanthropy, community health and health policy.
- Proven track record of developing and leading collaborative efforts to advance strategy.
- Ability to convene discussions with individuals and groups to build knowledge, consensus and/or to work through difficult situations.
- Courage to take risks and to stand up against approaches, practices or policies that do not reflect the organization's values.
- Understanding of private fund-raising and appreciation of donor relations in the context of a charitable or other benefit organization, such as the Centennial Fund.

Salary and Work Environment

- The President and CEO will be based in Denver, Colorado.
- The full-time position will require routine state and national travel, as well as engagements outside of normal business hours.
- The Foundation offers a competitive compensation package and a comprehensive benefits package including health insurance, a 401k Plan and paid time off.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

About Caring for Colorado

Our talented and dedicated staff work across Colorado with communities and organizations to make positive changes in health every day. We're looking for people who share our values of integrity, inclusion and commitment and who are ready to make a positive difference in the lives of children and families. Our vision is that Colorado's children and families are happy, healthy and thriving and our purpose is to create equity in health, well-being and opportunity for Colorado's children and families.

We believe that Colorado prospers when **all** our children, youth and families thrive. We intentionally direct our resources to those denied opportunity in our society. We stand together with communities to create policies, environments and systems that support the goal that **every** child in Colorado has love, stability, support and opportunity.

We welcome a diversity of perspectives, experiences and abilities.

How to Apply

Prospective candidates must submit the following to be considered for the position:

- 1) Letter of interest
- 2) Resume
- 3) List of three references with contact information (reference will not be contacted without prior notification to candidates).
- 4) Salary expectations.

Applications must be received by 12/5/19. Applications should be emailed to GBrown@employerscouncil.org.

Additional information can be found at www.caringforcolorado.org.

Caring for Colorado is an equal opportunity employer.