

**Job Title:** Senior Philanthropy Lead, Youth Health & Well-being  
**Reports to:** Vice President of Philanthropy  
**FLSA Status:** Exempt  
**FTE:** Full-time

### About Caring for Colorado:

At Caring for Colorado, we work with dedication and optimism to improve the lives of young people and their families in Colorado through collaboration, partnership, shared knowledge, and grantmaking. We take a long-term view of our work as we seek to address root causes, promote prevention, improve systems, and advance policy change.

We are looking for staff who are deeply committed to our mission of creating equity in health, well-being, and opportunity for Colorado's young people and their families on a personal and professional level. Our staff bring their knowledge, creativity, and passion to work every day for Colorado families.

### Position Summary:

Senior Philanthropy Leads work independently and in partnership with a supportive team to realize Caring for Colorado's mission and bring the promise of our grantmaking strategies to life. They oversee grantmaking, build relationships with grantees and community partners, elevate youth and community voices, and influence systems and policies that advance health equity for young people and their families.

This position is one of three dedicated to the organization's Youth Health & Well-being priority. As the primary liaison with applicants, grantees, and community leaders in designated regions throughout Colorado, the position requires a high level of interpersonal engagement, visibility, and frequent travel.

Success is measured by a Senior Philanthropy Lead's ability to work responsively and with humility to build trust-based relationships, demonstrate a deep knowledge of local community assets and opportunities, serve as a credible resource in the areas of adolescent health and well-being and nonprofit leadership, and deliver meaningful results that advance grantee and Foundation goals.

### Essential Duties and Responsibilities:

**Grantmaking:** *Senior Philanthropy Leads are responsible for grantmaking in designated regions throughout Colorado. In this role, you will:*

- Collaborate to develop grantmaking strategy, timelines, budgets, responsibilities, and communication about funding opportunities.
- Serve as a thought partner to potential applicants in their designated regions to determine eligibility and alignment with funding opportunities.
- Lead prospecting and outreach to potential new applicants in designated regions through research and analysis of the social, political, and cultural landscape in communities and identification of individuals

and organizations leading work that is aligned with the foundation's values, mission, strategy, and approach.

- Engage in comprehensive due diligence and team review process and provide written analysis and grant recommendations to Caring for Colorado's board of directors.
- Communicate funding decisions and provide meaningful feedback to applicants who do not receive funding.

**Grantee Support:** *Senior Philanthropy Leads build and manage trust-based relationships with grantees to learn how the Foundation can best serve the organization and its leaders. In this role, you will:*

- Meet with grantees at least twice per year—depending on the grantee's capacity and interest—to understand the work of the organization.
- Monitor progress on grant outcomes, including challenges and successes experienced by the grantee during the reporting period, and document key learnings and opportunities.
- Support grantee leaders in building the personal and organizational capacity and capabilities necessary to deliver on their mission, in accordance with their own strategies and goals.
- Research and identify resources, break barriers to entry, and overall aid in supporting grantees' access to key resources in philanthropy.
- Provide relevant insights and tools that support grantees' efforts to advance youth health and well-being.
- Ensure that the Foundation accurately represents the work of grantees in internal and external reports, including Board documents, publications, and communications.

**Learning & Impact:** *Senior Philanthropy Leads support the Foundation's efforts to understand the impact of grantmaking strategies, respond to feedback from grantees and communities, identify opportunities for greater impact, and share learning. In this role, you will:*

- Research and analyze the nonprofit landscape in designated regions and identify trends and opportunities for building capacity and infrastructure that enable grantees to advance youth health and well-being.
- Identify and help coordinate philanthropic responses to needs or opportunities that cannot be met or achieved by serving individual grantees one at a time, but require investments in field practice, systems, or policy that will benefit young people, families, leaders, organizations, and communities across the State.
- Meaningfully engage in meetings, workgroups, and coalitions that align with the Foundation's strategic priorities, with the goal of building expertise, sharing learning, and leveraging opportunities to advance equity in health and well-being for young people and families.
- Support the Vice President of Philanthropy and Vice President of Initiatives & Partnerships in working across priorities at Caring for Colorado to implement evolving philanthropic practices, assess strategies, conduct quality improvement, solve problems, align communication, and realize foundation-wide goals.

**Leadership:** *Senior Philanthropy Leads are responsible for directing high-level statewide and/or cross-functional portfolios of work. In this role, you will work with the Vice President of Philanthropy to:*

- Develop the foundation's approach to locally focused work in priority counties.
- Lead the foundation's nonprofit capacity-building strategies.

- Strengthen the foundation's position as a thought leader in adolescent health and well-being through the development of comprehensive reports, stories from the field, and presentations that share the foundation's results and lessons learned from locally focused work and priority strategies.

## **Knowledge, Skills, Experience, and Abilities**

### Required Experience and Abilities

- Bachelor's degree with at least twelve years relevant experience or Master's degree with at least eight years relevant experience.
- Demonstrated experience working in and understanding the structure of the nonprofit, human services, behavioral health, public education, or public health sectors.
- Experience in convening and facilitation with the ability to create inclusive listening, learning, or conversation groups with a wide variety of audiences.
- Ability to work collaboratively and contribute productively to collective decisions and execute in alignment with them.
- Excellent oral and written communication skills.
- Ability to gather, evaluate, and synthesize information from various sources to create comprehensive, clear, and compelling written reports.
- Strong project management skills, demonstrated through previous projects managing multiple internal and external stakeholders and a clear track record of delivering results.
- Ability to work under deadline pressure and manage competing deadlines.
- Knowledge of health equity and youth health and well-being.
- Experience with and commitment to serving the foundation's priority populations—young people ages 9 to 25 and their families who experience health inequities due to economic injustice, racism, and discrimination.
- Demonstrated mastery in building meaningful relationships with individuals and groups in diverse communities to include experience supporting leaders of organizations in meeting their strategic goals.
- Demonstrated commitment to and practice of creating a sense of belonging and inclusion and addressing inequity, discrimination, and racism.
- Demonstrated proficiency in Microsoft 365.
- Demonstrated ability to quickly learn new software and systems.
- Ability to exercise good judgment and solicit help when needed.
- Customer service orientation.
- Optimistic, energetic, dependable, and flexible.

### Desired Experience and Abilities

- Prior knowledge of effective grantmaking and/or principles of learning and assessment.
- 10 years of executive-level nonprofit leadership or executive coaching experience.
- Deep knowledge of and connection to Colorado's Western Slope.
- Bi-lingual Spanish speaker.

## Work Environment

- Work is performed out of the CFC Denver office with regular travel to the Pueblo office or statewide, with overnight stays and long-distance driving.
  - Candidates currently living on the Western Slope may be considered for the opportunity to work remotely with regular travel to the Denver office.
- Work is generally performed within an office environment, with standard office equipment available.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Office hours are Monday – Friday, 8:30 am – 5:00 pm.
- Caring for Colorado offers a flexible and hybrid work environment dependent on the organization's needs. Up to two days per week of remote work may be considered and are determined based on the job's purpose and the needs of the organization.
- To be considered for employment, the candidate must pass a background check and maintain a driver's license.

## Salary and Benefits

- Salary is \$100,000- \$123,000 for a full-time equivalent position. Salary will be based on experience.
- Caring for Colorado offers a comprehensive benefits package including a 401K with employer match; medical, dental, and vision benefits; life and disability insurance; paid time off and paid holidays; HRA/FSA plans; optional supplemental insurance; and a family-friendly work environment.

## Timeline and Application Process

To learn more about Caring for Colorado visit: [www.caringforcolorado.org](http://www.caringforcolorado.org). Caring for Colorado is an equal-opportunity employer with a mission to create equity in health, well-being, and opportunity for children, youth, and families.

To apply, submit a cover letter and resume [here](#). No phone calls, please.

**The position is open until filled with a preferential review of applications submitted by July 22.**

*This position profile identifies the key responsibilities and expectations for performance. It cannot encompass all specific job tasks that an employee may be required to perform. Employees are required to follow any other job related instructions and perform job-related duties as may be reasonably assigned by his/her supervisor. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*