**Position Title:** Chief Executive Officer

**Reporting To:** Board of Directors

**Location: Denver, CO**

**Organization:** Denver Kids - <https://www.denverkids.org/>

**THE ORGANIZATION**

69% of students in Denver Public Schools live near or below the poverty level. Children that grow up in poverty are 50% less likely to graduate from high school than those who do not. Nearly 2,000 students drop out of Denver Public Schools every year. We can expect that every high school dropout will cost taxpayers nearly $300,000 through unemployment, social services and the criminal justice system and will miss out on nearly $1M in lost wages over their lifetime. This is the reality we are committed to changing.

Denver Kids has a solution. We are a vital partner to Denver Public Schools. Teachers, principals, and school personnel refer students in need of extra support directly to Denver Kids. Our Educational SEL Counselors develop a personal relationship with each student that extends beyond academics, bridging the gap between school and home. Without a Denver Kids Educational SEL Counselor, students who could have graduated will fall through the cracks.

On average, the Denver Kids graduation rate has exceeded DPS by fifteen percentage points for the population we serve. The majority of our graduates are the first in their family to complete high school, and over 85% go on to pursue post-secondary education or career-readiness programs. Three out of four of our students live in single-guardian homes. The long-term goal is to empower our young people to become contributing members of the community, and end the cycle of generational poverty one family at a time. It is a critical mission for them and for our local economy.

Denver Kids is a financially stable organization that enjoys strong community support from a wide group of individuals, businesses, foundations, civic and community organizations. Denver Kids operates with these Core Values:

**Integrity:** We are truthful, equitable, and accountable in words and actions – even when it is hard.

**Learning:** We foster an environment of continuous learning with a growth mindset and train staff to be their very best.

**Excellence:** We focus on evaluating and strengthening our impact to be a center of excellence.

**Leadership:** We actively listen with curiosity, welcome feedback, practice empathy and hold each other accountable to bring out the best in others and ourselves.

Diversity, Equity and Inclusivity: We develop respectful relationships by embracing all individuals with their unique backgrounds and contributions on our path towards equity.

There is a strong commitment to diversity and inclusiveness; open and honest communication; treating each other and clients with respect, dignity and compassion; kindness and caring; collaboration; and being student-focused. Denver Kids is a results-oriented, data-driven organization that supports accountability at organizational, team and individual levels and is focused on continuous improvement. The work environment is casual, but professional, with high expectations for ethical behavior, integrity and dedication to the mission. As important, team members enjoy each other’s company and a healthy sense of humor is a necessary asset.

**THE OPPORTUNITY**

Denver Kids, Inc. is in search of the next Chief Executive Officer for this enduring and exceptional nonprofit organization which has enabled the success of thousands of young people in the Denver Public Schools since its inception in 1946. Denver Kids seeks a leader who will bring to the position of CEO a high degree of energy, integrity and creativity as well as the analytical, organizational and personal qualities that will garner the respect and cooperation from all of its constituencies.

Denver Kids celebrated its 75th Anniversary in 2021. Denver Kids works with students attending Denver Public Schools who are under-resourced and face the personal challenges of higher risk environments to successfully complete high school, pursue post-secondary options, and become contributing members of the community. We do so through one-on-one Educational Counseling dedicated to a holistic and long-term approach, using Social, Emotional Learning (“SEL”) that addresses both the academic and social/emotional needs of each student. We believe that every student, regardless of their socioeconomic status, deserves a chance to reach their fullest potential.

**SCOPE AND RESPONSIBILITIES**

The CEO is responsible for the overall leadership, management, and planning for Denver Kids. The CEO reports directly to the Chairperson of the Denver Kids, Inc. Board of Directors and works closely with executive team members to fulfill the mission of Denver Kids, Inc. and execute on our strategic goals.

**PRIMARY RESPONSIBILITIES**

* Work with the executive leadership team on its ongoing efforts to implement the Board approved Strategic Plan in support of Denver Kids Inc. vision, values, mission and goals, allowing for long term scalability and improved student outcomes.
* Support improved data integrity and dashboard reporting for improved messaging to the Board of Directors, grant writing and reporting, the Denver Kids team and all stakeholders.
* Lead the organization’s movement to articulate, measure and communicate the impact of SEL in creating positive outcomes for students.
* Demonstrates a commitment to DEIB (“Diversity Equity Inclusion and Belonging”) in word and actions throughout the organization and the wider community
* Effectively manage and lead a high performing team with a focus on hiring, developing, and retention of world-class personnel.
* Lead the organization’s development and communication efforts to ensure that the agency meets its annual and multi-year revenue goals and that the annual budget is funded through appropriate channels including but not limited to individuals, corporations, foundations, and events.
* Lead efforts to raise sufficient operating cash and reserves, as well as specific endowment or capital campaigns, and inspire investor stakeholder confidence.
* Oversee all operational aspects of Denver Kids, Inc., ensuring effective use of human capital and all other resources.
* Act as primary liaison with Denver Public Schools, the organization’s major sponsor and partner, to ensure Denver Kids, Inc. goals and programs align with the District’s Office of (Post-Secondary Readiness.)
* Serve as a primary spokesperson (external “face”) to the media and represent Denver Kids, Inc. routinely and professionally at community events through speaking, serving on committees, and presenting information sessions.
* Initiate and encourage collaboration and cooperation among other nonprofits, foundations, organizations, government agencies, and community leaders to optimize the available leverage and impact for Denver Kids Inc. and our students.
* Serve as an ex-officio member of the Board of Directors and participate in multiple committees of the Board.

**QUALIFICATIONS**

**Experience/Knowledge/Skills**

* Experience in executive leadership – ideally at the CEO or Executive Director level – of a large (multi-million dollar) children’s service, youth development or educational nonprofit organization, with management of 35 or more people, in multi-functions teams.
* Deep understanding and knowledge, ideally from a hands-on or personal experience perspective, of the factors impacting the lives of the diverse students and families served by Denver Kids.
* Knowledge of/experience with Denver Public Schools, or other public school systems, is strongly desired.
* Experience in data-driven performance and data-driven decision-making, and in using data to measure success and outcomes and in telling the story of the organization.
* Understand and embrace the SEL philosophy/movement and its role in creating positive outcomes for students
* Understands the CEO position requires a flexible schedule that allows for participation and attendance at Company and community events outside of the traditional workday.
* Demonstrated and significant experience in leadership, strategic thinking and management roles.
* Demonstrated experience in a variety of fundraising techniques with a strong track record of fundraising success, especially in working with individual donors, foundations and corporations.
* Strong understanding of financial management and demonstrated ability to oversee the creation and monitoring of organizational and programmatic budgets and business plans, as well as financial transparency and compliance.
* An outstanding manager who motivates the team to deliver exceptional performance.
* Experience working collaboratively with a Board of Directors, and in shepherding the talents of a complex group of volunteers and other supporters.
* Highly comfortable working and communicating with diverse audiences, such as clients, high net worth individuals, corporate leaders, volunteers and other constituencies
* Ability to demonstrate understanding of external factors and trends that impact Denver Kids’ clients and operating environment: social policy, governmental funding trends, economic and labor market trends, nonprofit and philanthropic trends, etc.
* Ability to network and build partnerships across a wide variety of organizations/associations/ companies.
* Strong organizational and planning skills and an orientation to detail
* Superior verbal and written communication skills that are effective reaching a range of audiences
* Supports best practices in governance and operations, including transparency and accountability
* A minimum of 7 years of experience in executive leadership positions with a substantial record of achievement
* A Bachelor’s Degree is required. A Master’s Degree with relevant specialization, such as non-profit management or business administration, is preferred.

**PERSONAL ATTRIBUTES**

* Has authentic passion for the mission of Denver Kids.
* Adheres to a strong ethical orientation.
* Leads with the highest possible degree of integrity and honesty.
* Demonstrates a commitment to diversity and inclusiveness.
* Highly empathetic.
* Is able to inspire enthusiasm in and support for the mission in others.
* Creative, energetic, innovative.
* Ability to “roll with the punches,” accompanied by a sense of humor.
* Is entrepreneurial and driven, with experience motivating and organizing people and projects while operating with limited resources.

**WHAT YOU CAN EXPECT**

* The opportunity to use the sum of your life’s experience and knowledge to capitalize on the significant accomplishments of Denver Kids and continue to develop it as the leader in supporting the academic success and emotional/social needs of students in Denver Public Schools
* Partnering with an active, highly committed board that has demonstrated substantial and consistent dedication to Denver Kids
* Collaborating and partnering with a wide array of local and state organizations
* Working with an exceptional professional team passionate about the work and committed to the mission
* Salary range is $150,000 - $180,000 , and includes a generous benefits package

**TO APPLY**

By midnight, Friday, December 16, 2022, please forward, via email, your resume and cover letter. In your cover letter, address how you meet Qualifications of Experience/Knowledge/Skills, and Personal Attributes, and include your salary requirement. Email materials to marty@cmtalentsolutions.com the Denver Kids Executive Recruiter. All application information must be received via email with “CEO Denver Kids” in the subject line. No hard copies or phone calls, please.

Denver Kids, Inc. is an equal opportunity employer committed to creating and developing an inclusive staff team. People of color and individuals of diverse backgrounds are strongly encouraged to apply.

**CONTACT INFORMATION**

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