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Executive Director

Reach Out and Read Colorado

reachoutandreadco.org

Reporting to the Board of Directors, the incoming Executive Director will have the opportunity to lead Reach Out and Read Colorado's next chapter of growth, impact, and innovation. The Executive Director is the leader and face of the organization, working closely with the Board of Directors to execute a vision and strategy for Reach Out and Read Colorado achieved through the efforts of talented staff. The Executive Director serves as the chief executive officer and is responsible for the overall leadership and management of the work of Reach Out and Read Colorado (RORCO) according to the directions set by the Board of Directors. The Executive Director reports directly to the Board Chair and currently leads a growing team of ten (10) staff members who share a commitment to equity, inclusion and belonging as core to their work.

The Executive Director will provide the leadership, management and influence needed to help Reach Out and Read Colorado deliver its mission, expand its presence, and ensure the effective delivery of a high-quality program throughout Colorado. The successful Executive Director leverages the power of relationships and networks, working to elevate Reach Out and Read Colorado's reputation as a recognized leader in early literacy and school readiness. The Executive Director determines how current research and trends in the fields of early childhood, early literacy, parent education, and healthcare impact and enhance the work of Reach Out and Read. Possessing a high level of business acumen and management skills, the Executive Director is effective at generating resources and support for the organization.

Grounded in a profound respect for the diverse experiences of both the populations served and the community of support, the Executive Director provides the necessary direction and leadership to ensure the consistent application of Reach Out and Read Colorado's organizational values, policies, and procedures, and other activities to support the nonprofit's goals, mission, and strategic plan. An ideal candidate is a results-driven leader with demonstrated competence for guiding and managing an organization at a similar stage of development, size, complexity and trajectory. They should demonstrate a knowledge of and concern for issues of equity and justice and an understanding of how structural injustice impacts the experiences of underserved children and families. Under the direction of the Board of Directors, the Executive Director is ultimately responsible for managing the effective and efficient operation of Reach Out and Read Colorado, its staff members, and partner relationships across Colorado and throughout the national network of affiliates. The ED partners with the Board of Directors and leadership team to craft organizational goals and develop strategies to ensure they are achieved. The successful candidate is responsible for the coordination and alignment of all Reach Out and Read Colorado activities to the organization's strategic plan in the areas of program advancement and innovation, resource development, and staff alignment. The Executive Director is responsible for overseeing the fiscal health of Reach Out and Read Colorado and creating a healthy, productive and motivating work environment for all staff. The successful Executive Director works in close collaboration with the Board of Directors to develop strategies and development initiatives to ensure the scaling and long-term financial stability of the growing nonprofit organization.

Areas of Responsibility:

Provides strategic guidance. Some examples include:

- Partners with the Board of Directors to develop and execute the long-term vision for the organization and crafts organizational goals that foster a culture of diversity, equity, and inclusion.
- Promotes and represents the organization in policy creation and/or discussions with the State, local government, and nonprofit partners.
- Initiates and encourages collaboration with foundations, organizations, and leaders in the field of early childhood, parent education, and healthcare.
- Serves as the organization's primary spokesperson.

Fundraising and Financial Management. Some examples include:

- Creates and strengthens strategic partnerships and alliances with appropriate organizations/associations, the State, corporations/businesses and foundations to stimulate collaboration and financial support.
- Partners with board members in their personal giving and fundraising efforts.
- Creates and manages the organization's budget.
- Maintains accountability for the operational and fiscal integrity of Reach Out and Read Colorado and provides leadership and oversight to ensure effective management of designated budget.

Board Development. Some examples include:

- Supports the development of a high-performing Board of Directors charged with providing guidance, supporting fundraising goals, and growing and leveraging their networks throughout the state.
- Maintains a strong partnership with the Board, to build consensus and commitment to the vision and mission and develop a unified voice for the organization.

Management and Administration. Some examples include:

- Promotes an organizational culture that fosters a passion for the mission, collaboration, open and frequent communication, innovation, and a common organizational vision.
- Provides leadership and guidance to all staff to ensure collaboration, maximizing talent and skills.
- Ensures human resource needs are met, including professional growth and development, the development and implementation of benefits, legal compliance, and hiring, general oversight and management of staff in support of a learning culture of inclusion and belonging.
- Implements and manages effective operational systems and protocols.
- Promotes the recruitment, retention and training of high-quality team members.

Communications. Some examples include:

- Shares the Reach Out and Read Colorado story with passion such that it educates others about the distinction and impact of the organization and inspires enthusiasm and participation.
- Serves as primary spokesperson of the organization to media and the public.
- Represents Reach Out and Read routinely and professionally.
- Maintains a high profile for Reach Out and Read Colorado within its local, statewide, and national constituencies, including funders, policymakers, government leaders, and other nonprofit organizations through active engagement.

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Requirements/Qualifications:

- Proven nonprofit executive leadership background. Experience in early childhood, education or healthcare a plus.
- Experience as an Executive Director, CEO or COO of a growing nonprofit organization; flexible and interested in leading strategic growth and change.
- A track record for recruiting, retaining, developing and mentoring team members.
- Excellent executive management skills: managing all levels of staff, managing functions and processes, and strong work planning and organizational skills.
- Proven business and financial acumen.
- Strong advocacy experience. Demonstrated understanding of state budgeting and appropriations processes, public policy development, and its connection to the organization's mission is strongly desired.
- Demonstrated experience in successful fundraising strategies and techniques, particularly in the cultivation of corporate and foundation partnerships.
- A successful record of executive leadership working in the nonprofit sector, interacting with a variety of stakeholders and diverse boards.
- Ability to travel within Colorado regularly, and in support of national meetings occasionally.

*We are currently conducting a search for candidates living in Colorado.

Compensation/Benefits

Compensation: Compensation range is \$125,000 - \$140,000

Benefits:

- 100% Employer-paid Health and Dental for employee
- SIMPLE IRA match: up to 3% of Salary
- PTO 22 days (176.04 hours)
- Annual office closure Dec 24th – January 1st (9 days)
- 8 paid holidays

We ask all interested candidates to reply to kay@tierneytalentventures.com with a resume. We will be reaching out to those individuals most closely meeting the criteria to discuss the opportunity further. Applicants contacting Reach Out and Read Colorado directly will be redirected to Tierney Talent Ventures for consideration. Thank you for your interest in this terrific Executive Director opportunity.

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