Top 5 Must Haves for the Ideal Candidate:

1. **Executive Leadership:** Minimum ten (10) years’ experience as a CEO or in a senior organizational leadership role, ideally in a relevant sector such as nonprofit and/or education.

2. **Organizational Management:** Experience leading or working in a nonprofit organization, or a deep sophistication and understanding of how to operate effectively in such an organization, perhaps through board service.

3. **Fundraising:** Deep experience in fundraising, including the identification, cultivation, solicitation and stewardship of donor and donor prospects, with a strong track record in major gifts.

4. **Team Building & Leadership:** Ten (10) years of team management experience, with demonstratable success in effective team building and people development within an inclusive and transparent work environment.

5. **Innovation/Scalable Growth:** Proven experience driving innovation in fundraising and programs, while leading scalable growth, with a focus on cultural competency and an intentional commitment to equity.

Organization Summary:
The “I Have A Dream” Foundation of Boulder County is the country’s largest affiliate of “I Have A Dream” Foundation, an organization that provides individualized social, emotional, and academic support to young people (“Dreamer Scholars”) from under-resourced communities from elementary school through college, along with guaranteed tuition support. Since 1990, IHDF has served more than 1,100 Boulder County youth and 4,000 parents and caregivers. It has launched 22 Dream Scholars classes (10 of which have already graduated high school) and currently has 12 active Dreamer Scholar Classes.

Position Summary:
Reporting to the Board of Directors, the Chief Executive Officer (CEO) acts as the organization’s lead executive, responsible for overall leadership and management of day-to-day operations of the organization. The CEO will provide strategic direction and expand the program’s effectiveness and reach. The ideal candidate will be a talented executive with a demonstrated ability to take an established and successful nonprofit organization into a position of superior performance through attaining further scale and success in the diverse communities served. This role demands a mission-driven, personally motivated self-starter with energy, enthusiasm and ideas coupled with the deep business and organizational savvy to meet community/market needs and drive growth.

Responsibilities:
- **Strategic Planning and Organizational Management**
  - Leads the entire organization to successfully execute the strategic plan, with a focus on operational excellence and positive culture to meet and exceed growth targets.
  - Evaluates and designs the organizational structure to best deliver on the requirements of each department and the overall goals of the organization.
  - Identifies, cultivates and develops the Leadership Team to lead all key functions within IHDF (fundraising, programs, operations, finance/administration, etc.).
- **Fund Development**
  - Serves as the nonprofit’s chief fund development officer, cultivating and stewarding supporters while identifying potential new sources of funding for the organization.
  - Works closely with the VP of Development & Communications and all Development staff to ensure financial growth goals are being met.
• **Board Development and Leadership**
  o Reports to the Board of Directors and implements the visionary strategies developed in collaboration with the Board
  o Serves as primary staff liaison for the staff to all Board members through the Board Chair and provides support to Board Chair in specific leadership roles and tasks

• **Program Management and Evaluation**
  o With the highest priority for the safety of all children, staff and volunteers, ensures that safety and risk management policies, procedures and programs are in place including, but not limited to: clear expectations of behavior, staff/volunteer training, background checks, and evaluation/reporting processes to prevent any abuse, accident or harm to children
  o Works closely with the VP of Programs & Operations and Programs staff to ensure optimal fulfillment of the IHDF vision, mission and values in response to the identified needs of the communities served
  o Monitors ongoing effectiveness of programs through measuring objectives and outcomes

• **Marketing/Communications**: Assures that IHDF and its mission, programs and services are consistently presented in a strong, positive, and authentic image to all stakeholders

• **Financial Management**: Ensures the fiscal integrity of the organization

**Requirements:**
- Minimum ten (10) years’ experience as a CEO or in a senior organizational leadership role, ideally in a relevant sector such as nonprofit and/or education
- Strong track record of leading an executive team and building an organizational structure and culture that drives results
- Experience with rapid organizational growth and scalable growth strategies, with a focus on cultural competency and an intentional commitment to equity
- Finely-honed business and financial acumen with outstanding experience in developing and managing an organization’s budget (P&L responsibility) and its overall financial health
- Experience leading or working in a nonprofit organization, or a deep sophistication and understanding of how to operate effectively in such an organization, perhaps through board service
- Deep experience in fundraising, including the identification, cultivation, solicitation and stewardship of donor and donor prospects
- Track record of participation in successful fundraising and development initiatives including working with Board members and staff to achieve significant financial goals
- Experience in successfully working with and attracting a diverse group of staff
- Team leader with ability to interface with all levels of staff and volunteers
- Proven success in creating an energizing work environment and aligning individual goals with overall objectives
- Fluency in one or more languages other than English, especially Spanish, strongly preferred

**Location:**
Boulder, CO

**Compensation:**
A meaningful compensation package will be developed for the successful candidate that includes a base salary, along with performance-based bonus and potential for relocation assistance.

*To apply, please submit your resume and cover letter, preferably in MS Word format, to Derek Bush at dbush@hgi1.com. A fully detailed, formal specification will be sent to “top-level”, qualified candidates.*