



LAKE COUNTY BUILD A GENERATION

Building a movement for community health and well-being

JOB TITLE: Childcare Coalition Coordinator

CLASSIFICATION: Full-time, eligible for benefits. Non-exempt.

REPORTING RELATIONSHIP: Youth and Family Health Lead Facilitator

SALARY RANGE: \$40,000 to 45,000 per year

BENEFITS: Medical (variety of PPO options offered), dental and vision insurance (employer covers 75% for employee and dependents); Annual leave including 16 paid holidays, 14 vacation days (accrued), 3 paid personal days, and sick leave (accrued) (with regular increases to vacation accrual based on tenure); flexible schedule; paid professional development opportunities; 401K match up to 6% annually; opportunities to work from home up to 50% time; supportive and innovative work culture.

TRAVEL: The position requires travel within the State of Colorado and possible travel within the United States. Must possess a valid driver's license.

SCHEDULE: May require some occasional work at night and on the weekend.

SUPERVISORY RESPONSIBILITY: No direct reports.

ABOUT THIS POSITION:

The Childcare Coalition Coordinator will support Lake County Build a Generation's efforts by facilitating our childcare access initiatives. This involves organizing and facilitating meetings with the Childcare Coalition and its workgroups to advance their projects and goals, building relationships with childcare providers and community partners, and exploring policy and systems-level solutions to meet childcare needs in Lake County. NOTE: this position does not involve providing childcare.

ABOUT LAKE COUNTY BUILD A GENERATION:

Lake County Build a Generation (LCBAG) is a nonprofit organization located in Leadville, Colorado, dedicated to building a movement for community health and well-being throughout the County. The LCBAG team works with community members on the issues that matter most in the community, such as access to food, housing, and childcare. Staff members are passionate about youth, families, seniors, and the success of the community. In November 2019, Lake County was awarded the Robert Wood Johnson Foundation's Culture of Health award for pursuing innovative ideas and bringing partners together to rally around a shared vision of health—based, in part, on the work of this agency.

Lake County Build a Generation has been in existence since 1997, as a project of the Lake County Public Health Agency. It became an independent nonprofit organization on January 1, 2020.



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We believe:

- Health is more than health care: Many factors influence our health, including housing, transportation, education, access to healthy food, and physical activity.
- Inequity is real: Living a healthy life is more easily accessible for some people than it is for others because of the environment in which they live. For example, Lake County residents have only a few local options to purchase healthy food, creating one more challenge to a healthy diet—and lifelong health.
- Inequity is systemic: Shortcomings at the systems-level are not the fault of any individual—they stem from the distribution of wealth and power that has been perpetuated over decades. Where we live impacts more than just our access to healthy food, it also dictates how much residents pay for basic needs and services. For example, although Lake County residents make about 25% less than the national average, we pay 18% more for food.
- Change is possible. We have the ability to change the way we approach health by changing what does not work in our community and identifying/building on what does. By engaging a diverse group of Lake County residents in community change, we will ensure that a healthy life is accessible to all Lake County residents, regardless of who they are or how much they earn.

For our complete theory of change and more information on our approach, please visit our website: <https://lcbag.org/our-approach/>

RESPONSIBILITIES:

- Facilitate a coalition of Lake County community members working to build a sustainable system of childcare.
- Hold regular coalition meetings, at least one meeting or check-in per month.
- Work with coalition members to implement community-wide systems-change strategies to increase childcare options.
- Identify and recruit new coalition members to ensure the coalition has diverse representation and is reflective of the Lake County community.
- Facilitate regular meetings of the coalition's workgroups.
- Work with LCBAG staff to facilitate a project to engage Lake County residents in identifying solutions to meet our community's childcare needs.
- Facilitate a group of community partners in building and piloting a mentorship program, connecting Early Childhood professionals with students interested in entering the field.

ESSENTIAL SKILLS: These skills are required, but LCBAG will provide on-the-job training and a supportive learning environment to help develop them.

- Facilitative leadership skills (or the ability to develop these skills)—particularly the ability to facilitate groups toward prioritized goals, objectives, and actions
- Self-motivated, detail-oriented, able to work effectively both within a team and in



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self-directed situations

- Organizational skills and the ability to manage multiple projects simultaneously
- Growth mindset and willingness to learn new things
- Strong written, verbal, and interpersonal communication skills
- Collaborative and able to work with diverse community leaders and community members
- Awareness of, or the willingness to learn about, racial equity issues (developed either through personal experience or formal training)
- Competency with computers, the Microsoft Office Suite, G Suite, and social media
- Knowledge of, and commitment to, the Lake County community, or a passion for developing this knowledge and commitment

PREFERRED QUALIFICATIONS: Candidates with the following skill sets are preferred, but we are also willing to train the right person in many of these skills

- Background in nonprofit work with previous experience (professional or lived) working in childcare access
- Bilingual in English and Spanish, both verbal and written
- Bicultural in Latine and white American culture
- The ability to follow a work plan or scope of work
- Experience developing, coordinating, and supporting community initiatives
- Familiarity with health equity

ADDITIONAL INFORMATION:

EQUAL OPPORTUNITY EMPLOYER STATEMENT

Lake County Build a Generation provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

COVID-19 VACCINE POLICY STATEMENT

New employees must present proof of vaccination upon hire or within four weeks of their date of hire. This policy will remain in effect for as long as the COVID-19 virus is considered to be a pandemic in Colorado.

For the purpose of this policy, proof of COVID-19 vaccination includes 2 vaccines of a 2-dose vaccine series or a single vaccine from a single-dose vaccine series. New employees will be



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required to sign a copy of this policy upon their hire. They will then be required to submit proof of vaccination or a request for an exemption (either due to a sincerely held religious belief or medical contraindication supported by a healthcare professional) upon hire or within 4 weeks of their date of hire. If there are circumstances outside of the employee's control that prevent them from receiving a vaccine or completing their series (i.e. vaccine shortage, inability to secure an appointment, temporary medical contraindication, etc), a temporary extension may be granted.

Employees are able to use their existing accrued sick leave policy in order to receive the vaccine or—in the event that the employee experiences side effects from the vaccine—to recover from the vaccine. There is currently no cost to receive the COVID-19 vaccine and there are multiple locations within Lake County at which to make an appointment.

TO APPLY:

Applications will be reviewed on a rolling basis. Please email a resume and cover letter to hannah@lcbag.org. All cover letters should address: 1) why you are interested in working with Lake County Build a Generation, 2) why you are interested in relocating to Leadville or Lake County if you do not currently live here, and 3) how your understanding of health and racial equity influences your approach to advocacy and childcare access.

QUESTIONS:

We are more than happy to answer any questions that will help applicants better understand our organization and this position. If you have questions that we can help answer, please reach out to Hannah Guilford, our Youth and Family Health Lead Facilitator, at hannah@lcbag.org.