



LAKE COUNTY BUILD A GENERATION

Building a movement for community health and well-being

JOB TITLE:	Director of Community Impact
CLASSIFICATION:	Full-time, eligible for benefits. Exempt.
REPORTING RELATIONSHIP:	Executive Director
SALARY RANGE:	\$62,000 - \$70,000 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 including wellness reimbursement, regular team building activities, and strong professional development budget.
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:	Responsible for supervision of: Housing Lead Facilitator, Food Access Facilitator, Childcare Coalition Facilitator, Youth and Family Health Lead Facilitator, and Community Organizer

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/>

ABOUT THIS POSITION:

The Director of Community Impact will be responsible for oversight and alignment of the organization's core initiatives. They will provide direct support and coaching to the staff who facilitate those coalitions and processes and will ensure compliance with their associated funders, scopes of work, and budgets. The Director of Community Impact will work closely with the Director of Emergent Strategy and the Executive Director as part of an LC BAG leadership team to co-create a strong, equitable, and supportive work environment through policy creation, staff development, and efficient processes. The role of the Director of Community Impact on the leadership team will be to surface the needs of facilitators and organizers, highlight opportunities for internal collaboration, and weigh in on internal policy proposals from the Executive Director.

The Director of Community Impact will mostly focus on internal relationships at the organization to ensure that initiatives are running smoothly, addressing community need, and complying with all necessary funder requirements. It is expected that most, if not all, of their time will be spent supporting existing projects and they will not directly facilitate or implement projects unless there is a clear and compelling (short term) need.



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The Director of Community Impact will ensure that grants for all overseen initiatives are administered in an appropriate manner and that all deliverables and reporting requirements are met. They will also oversee or take the lead on all continuation negotiations including budgeting and workplan development for said initiatives.

The Director of Community Impact will support the Executive Director and Director of Emergent Strategy in ensuring that initiatives are fully funded by identifying and collaborating on grant applications to state, regional, and government funders. Support may include convening stakeholders, developing workplan activities, or writing sections of the proposal.

ESSENTIAL FUNCTIONS:

- Provides clear leadership and supervision across initiatives with all facilitators.
- Provides project management support for facilitators as well as analyses to the Executive Director and Director of Emergent Strategy regarding resources, opportunities and possible obstacles.
- Ensures coordination across initiatives, priority areas, and projects
- Maintains a high degree of collaboration across the organization, developing networks, providing mentoring opportunities, and facilitating resource and knowledge sharing among staff
- Assists staff and stakeholders in driving initiative projects through to completion
- Develop project budgets and work with the Bookkeeper and Finance and Grants Manager to track accounting to meet funder requirements.
- Ensure all grant reporting is being completed in a timely manner.
- Provide guidance and leadership to staff and organizational partners engaged in coalition building, research, education, and policy initiatives.
- Shepherd the work of LCBAG and ensure progress on grant strategies.
- Decision making power over: initiative implementation activities (strategies and activities pursued in service of existing initiatives), supervision decisions for direct reports (hiring, firing, promoting, development, etc)

ESSENTIAL QUALIFICATIONS:

- Ability to develop and promote a vision for a healthier community
- Strong facilitative leadership skills with experience working across different initiatives and finding collective solutions
- Adaptive leadership style conducive to working with different staff and supporting them in unique and tailored ways
- Strong feedback and conflict resolutions skills



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- Understanding of, or willingness to learn more about, how access to housing, childcare, food, and other social factors impacts health
- Ability to work as part of a team
- Organized, diligent, and able to prioritize a varied workload.
- Experience engaging in systems change, developing, coordinating, and supporting community initiatives
- Understanding of, and willingness to learn more about, systemic racism and how it impacts social determinants of health among communities of color
- Proficiency or willingness to learn Microsoft Word, Excel, Power Point, Adobe Creative Suite, Facebook, Instagram, Hootsuite, Canva, Linktree, Wordpress, and G-Suite
- Knowledge of, and commitment to, the Lake County community—or a passion for developing this knowledge and commitment

PREFERRED QUALIFICATIONS:

- Bilingual in English and Spanish, both verbal and written
- Background in community-based nonprofit work
- Bicultural in Latine and white American culture
- Lived experience with the challenges that LC BAG is committed to addressing (such as accessing affordable housing, healthy food, or childcare).

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.

TO APPLY:

Please email a resume and cover letter to noah@lcbag.org. All cover letters should address: 1) why you are interested in working at 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 both health and racial equity influences your approach to this role.

To be considered in the first round of applicants, please submit your materials by EOD on May 29th, 2023.