



# LAKE COUNTY BUILD A GENERATION

*Building a movement for community health and well-being*

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| <b>JOB TITLE:</b>              | Child Care Coalition Facilitator  |
| <b>CLASSIFICATION:</b>         | Full-time, eligible for benefits. Exempt.   |
| <b>REPORTING RELATIONSHIP:</b> | Director of Community Impact  |
| <b>SALARY RANGE:</b>           | \$58,000 - \$ 65,000 / per year, DOE (\$61,000-\$66,000 if fluent in English and Spanish)   |
| <b>BENEFITS:</b>               | Medical (variety of PPO options offered), dental and vision insurance (employer covers 75% for employee and dependents); Annual leave including 16 paid holidays, 3 paid personal days, mental health days (accrued), 14 vacation days (accrued), and sick leave (accrued) (with regular increases to vacation accrual based on tenure); 2 weeks of paid office closure (July and December); 16 hours of paid volunteer time with Lake County organizations; a \$500 Wellness Stipend in 2026; flexible schedule; paid professional development opportunities; 401K contribution of 3% and a match of up to 6% annually; opportunities to work from home; supportive and innovative work culture. |
| <b>TRAVEL:</b>                 | The position requires travel within Colorado and possibly the United States. Must possess a valid driver's license.   |
| <b>SCHEDULE:</b>               | The position requires 32-hour work weeks, which includes paid lunches. The role will require occasional work at night and on the weekend.   |
| <b>ABOUT THIS POSITION:</b>    | The Child Care Coalition Facilitator will support Lake County Build a Generation's efforts to improve social determinants of health for Lake County residents through community organizing, coalition building, advocacy, and systems change. This will include facilitating the Child Care Coalition, its subcommittees, and working with community stakeholders to address policy factors to promote affordable, accessible child care.   |
| <b>ESSENTIAL FUNCTIONS:</b>    | The primary duties of this position are planning, organizing, implementing, and managing LCBAG's Child Care Coalition efforts, which include the responsibilities listed below. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.  |

## **ROLE RESPONSIBILITIES:**

### **Childcare Coalition Facilitation**

- Facilitate monthly Coalition meetings to develop and implement strategies that eliminate barriers to quality, accessible child care for all Lake County residents and families.
- Recruit and retain a diverse and representative Coalition.
- Build, strengthen, and sustain collaborative relationships with community members, content experts, and key decision-makers.
- Identify and cultivate leadership skills among coalition participants, and integrate intentional plans to support their development and advancement into community leadership roles.

### **Policy, Advocacy, and Collective Impact**

- Support the completion of the Strategic Investment plan and subsequent activities.
- Identify and advance local and statewide policy and advocacy opportunities that improve the affordability and accessibility of child care.
- Maintain an up-to-date understanding of current and emerging systems-level changes within the Lake County childcare system, and identify opportunities to advance structural improvements.

### **Administrative Involvement**

- Participate in organizational meetings, trainings, and other administrative requests outside the purview of role-specific coalition work.
- Identify and participate in professional development opportunities.
- Maintain close communication with grant program officers and participate in internal budget discussions related to the grant.

## **ESSENTIAL COMPETENCIES & QUALIFICATIONS:**

*The Child Care Coalition Facilitator will either have existing strengths or the willingness to learn and grow in the following competencies:*

- Justice Orientation: Prioritizes anti-oppression practices that promote health and racial equity and advance justice.
- Organizational Commitment: Dedicated to LCBAG's mission and priorities.
- Expansive Mindset: Open to new ideas and different perspectives.
- Project Realization: Driven and dynamic; executes projects from inception to completion.
- Storytelling: Interprets relevant data; creatively shares the story of community need.
- Community Forging: Develops, maintains, and strengthens partnerships; identifies and initiates meaningful alliances, professional connections, and coalitions.
- Experience facilitating diverse groups of people for a collective impact purpose.
- Demonstrated commitment to building power among low-income community members and people of color to fight for social, economic, and racial justice.
- Experience with outreach and/or community organizing.

## **DESIRED QUALIFICATIONS:**

- Bilingual in English and Spanish.
- Bicultural, with lived experience with the Latine community.
- Lived experience with the challenges that LCBAG is committed to addressing (such as accessing affordable housing, healthy food, or childcare).

- Knowledge of, and commitment to, the Lake County community and the mission of LCBAG—or a passion for developing this knowledge and commitment.

**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 [carlye@lcbag.org](mailto:carlye@lcbag.org). All cover letters should address: 1) why you are interested in working at Lake County Build a Generation, 2) how your understanding of health and racial equity will influence your approach to this role, and 3) your experience with facilitating groups.

**To be considered in the first round of applicants, please submit your materials by end-of-day on January 23rd, 2026.**

**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. We work with community members on the issues that matter most in the community, such as access to food, housing, and childcare.

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. 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/>