Thrive Executive Director Job Description

Organizational Overview
Thrive is an employment support program, helping people to overcome barriers and work their way toward self-sufficiency and stability. Thrive offers a holistic approach to healing brokenness and eliminating poverty through relationships, employment support services, and skills development. Thrive members build confidence and develop the tools they need to establish a work history, stay in a job, improve their income, and achieve economic self-sufficiency.

For more information visit: http://www.ThriveColorado.org

Key Responsibilities
• Leadership: Lead vision, strategy, resource allocation, and culture
• Organizational management and operations: Continuity and advancement of programs, finance, fundraising, human resources, development of staff, measurement and evaluation, and communications, including documenting decision-making processes and plans and providing clarity and guidance on what it means for Thrive to be faith-based; be accountable for reaching goals
• Growth: Achievement of more significant impact; to meet vision and in response to future community needs and opportunities; ensuring it is not at the expense of quality, organizational strength, or integrity to mission
• Financial wellbeing: Financial management; strategy support for and participation in fundraising
• Partnerships: Develop mutually beneficial partnerships
• Relationships: Maintain positive interpersonal relationships with the community, volunteers, program partners, donors, professionals, staff, board members, and other stakeholders
• Board of Directors: Work in partnership with Board and support successful governance

Position Priorities
• Vision
• Growth
• Fundraising

Characteristics Priorities
• Faith-aligned and prayerful
• Mission-minded
• Entrepreneurial
Desired Skills and Experience

- Exceptional capacity for leadership, managing and developing people, and team-building established through a minimum of five years of progressive experience; with preference given to seasoned nonprofit professionals
- Ability to effectively develop a learning organization and staff capacity, developing highly effective workforce and the processes that ensure the organization runs smoothly while experiencing growth; scale all aspects of organization to mature stage
- Competence with creating and casting a compelling vision
- Strong interpersonal skills, active listener, and skilled at building trusting relationships with diverse audiences; is motivated, passionate, inspirational, positive, optimistic, and brings joy to the work
- Robust supervision skills and a management style that embodies respect, teamwork, and collaboration, as well as courage in navigating through conflict resolution
- Exceptional verbal and written communication skills, characterized by transparency and compassion
- Strong track record for managing nonprofit finances and fundraising (theory and practice)
- Embraces partnerships and collaboration
- Experienced at increasing awareness as chief megaphone and cheerleader
- Skilled at engaging a nonprofit Board of Directors in a productive partnership
- Preference is given to individuals who are familiar with Colorado’s Front Range philanthropic and business community

Additional Attributes

- An individual with well-developed emotional intelligence who is caring, relationship-oriented, approachable, dependable, unflappable, and humble
- A life-long learner and listener
- Collaborative, champions others, focused on vision but flexible and agile
- Galvanizer
- An innovative, prudent risk-taker

Salary Range and Benefits

Salary: $80K - $110K base + potential performance-based bonus based on experience, and qualifications, eligible for benefits
Benefits: Health, Dental, 401(k) (with up to 5% employer match), PTO, Long term disability

Timeline

Applications currently accepted, with transition desired as soon as possible

How to Apply

Send a cover letter and resume to the ED Search Chair Email