



## Director of High Impact Projects

July 2024

[Rocky Mountain Partnership](#) (RMP) is dedicated to ensuring every child and young person, up to age 35, regardless of their background or circumstance, achieves key milestones for upward mobility.

Guided by a globally recognized framework and data, we strive to create impactful, large-scale solutions. We break down silos within existing efforts, optimize regional resources, and advance impactful policies and strategies.

By 2030, we aim to empower an additional 71,000 young people in our region to achieve Cradle to Career milestones critical for upward mobility, paving the way for a vibrant economy.

### Values

- **Results:** We strive for outcome-level improvements for community members.
- **Community:** We are best when working together as a collective.
- **Inclusion:** We engage community members most impacted by our work.
- **Shared Vision:** We are committed to a common vision with measurable goals.
- **Accountability:** We hold ourselves responsible to drive actions and measure outcomes.
- **Innovation:** We create solutions to complex problems.

**POSITION PURPOSE:** The Director of High Impact Projects will play a crucial role in developing and implementing initiatives that remove barriers preventing community members from achieving cradle-to-career milestones. This role ensures that each High Impact Project (HIP) contributes significantly to our annual and 2030 cradle-to-career targets. While many partners are making progress within their own organizations, HIPs are collaborative efforts designed to address specific community gaps that no single organization can tackle alone. The Director will lead these initiatives by establishing and maintaining project timelines, ensuring effective project management, and coordinating collaboration across multiple organizations to achieve our strategic goals.

**STATUS:** Full-Time, Exempt

**REPORTS TO:** Senior Director of Collaborative Action

**WORK LOCATION:** RMP's satellite office at Community Reach Center (1870 W 122nd Ave, Westminster, CO 80234), remote online work from home and designated locations within the community. Must be available for in-person work during business hours and occasional evenings and weekends.

**KEY RESPONSIBILITIES:**



- **Strategic Leadership:** Spearhead the development and implementation of High Impact Projects that address critical barriers to cradle-to-career success, ensuring alignment with RMP's strategic goals.
- **Collaborative Coordination:** Facilitate and project manage HIPs, leveraging the globally recognized StriveTogether framework to address community gaps and achieve collective impact.
- **Impact Measurement:** Oversee the measurement and evaluation of each HIP's contributions to annual and long-term cradle-to-career targets, ensuring data-driven decision-making.
- **Stakeholder Engagement:** Cultivate and maintain strong relationships with partners and stakeholders, driving project success through effective communication and collaboration.
- **Resource Mobilization:** Contribute to efforts to secure funding by vetting and developing compelling content for grant applications that support RMP's civic infrastructure and collaborative grants for partner initiatives, and ensuring grant deliverables are met.
- **Financial Stewardship:** Ensure the alignment of financial resources with project needs and goals, securing necessary funds to sustain HIPs and support partner activities.
- **Systemic and Policy Work:** Develop and advocate for a policy agenda based on the needs, challenges, barriers, and ideas identified through the High-Impact Practices (HIPs). This agenda will aim to influence local, state, and federal policies that impact cradle-to-career outcomes. This includes seeking funding streams that could be aligned to the work.
- **Reporting and Accountability:** Provide comprehensive updates on project progress, challenges, and outcomes to senior leadership, partners, and the larger network. Communicate, celebrate, and update on progress and wins achieved.
- Other Duties as assigned

#### QUALIFICATIONS:

- Minimum of five years of demonstrated success in project management.
- Direct technical project management experience required.
- Experience writing and managing grants.
- Experience in a mission-driven organization or equivalent management experience.
- Experience with budget development and financial accountability.
- Strong organizational skills to manage multiple projects simultaneously.
- Experience working or living in the RMP region or commitment to learning about the region.

#### KNOWLEDGE, SKILLS, ABILITIES, & COMPETENCIES:

- **Commitment to Vision and Values:** Deep commitment to the vision, mission, and values of RMP, including systems transformation and racial equity.
- **Strategic and Innovative Thinking:** Strong strategic thinking, decision-making, and project management skills, coupled with innovative and creative thinking abilities.



- **Collaboration and Relationship Building:** Exceptional ability to facilitate collaboration among diverse groups and build strong relationships as part of coalition building.
- **Communication Skills:** Excellent written, oral, and interpersonal communication skills.
- **Leadership and Self-awareness:** Courageous leadership with trust, vulnerability, self-awareness, and a commitment to continuous improvement.
- **Organizational Proficiency:** Exceptional organizational skills and the ability to work independently and as part of a dynamic team.
- **Systems Understanding:** Proficiency in understanding complex systems and adaptability to change and shifting efforts accordingly.
- **Equity and Diversity:** Awareness of racial disparities, commitment to equity, and a passion for working in a racially diverse partnership.

## WORKING CONDITIONS

- **Work Environment:** The work environment characteristics described herein are representative of those an employee encounters while performing the essential duties of this job at a home office, in office and meeting settings at RMP's offices and meeting spaces within the community during business hours and occasional evenings and weekends. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- **Physical Activities:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit, stand, walk, talk, listen, operate a computer, operate a motor vehicle and lift and/or move more than 10 pounds. Specific vision abilities required by this job include close vision, distance vision, depth perception, and ability to adjust focus.

## COMPENSATION

RMP offers competitive salary and benefits, commensurate with experience and skills. The starting salary range for this position is \$62,000-\$87,000. The position offers flexibility with schedule and includes a strong benefits package including a Simple IRA retirement plan with employer match, health, dental, and vision insurance, paid holidays and paid vacation time.

## HOW TO APPLY

Candidates are requested to submit a resume and cover letter to [kendrasimpson@RMPBackbone.org](mailto:kendrasimpson@RMPBackbone.org). Additionally, candidates should be prepared to demonstrate further competencies during the interview process. The deadline to apply is July 12, 2024 however, the position will remain open until filled if a qualified candidate is not found by the deadline.