Next50 was formed in 2016 as a Colorado-based, private foundation funding efforts to improve the lives of older adults and their caregivers. Because we want every person to thrive in their second 50 years, we work closely with community leaders, experts in the field of aging, and front-line professionals to support programs and projects that positively impact aging and longevity. We educate, share best practices, and support innovation that will transform aging for generations to come.

We recognize that inequities in our society (and there are many) cause harm to communities and individuals, including the older people we’re here to serve. For that reason, we’re committed to building an inclusive, equitable, and diverse organization and actively working to eliminate the systems and barriers—including those in our own organization—that perpetuate inequities. We’re not there yet, so we’re working hard to create a transparent, inclusive, trust-based culture of belonging that empowers staff, board members, grantees, and other community members to learn, grow, and make a greater impact for all.

At Next50, we value accountability, collaboration, equity, innovation, leadership, and learning. We think a fun, positive workplace culture leads to great work, so we aim to create an environment where you’ll feel supported, valued, and recognized for your unique skills, talents, experiences, and perspectives. If you’re someone who can bring diverse perspectives and identities to our team—and who also feels strongly about the values of equity and inclusion—please consider joining us.

Impact Manager – Changing Aging

The Impact Manager – Changing Aging (IM-CA) will serve as the impact team lead on the development and refinement of the Changing Aging (CA) grant opportunity at Next50. This position will work collaboratively with the Director of Impact and Director of Strategic Operations to develop guidelines, applications and reporting requirements for CA grants and will champion procedures that ensure that equity and community input are central to the grant opportunity. The IM-CA will also serve as the organizational lead for collecting and documenting trends and key learnings from the CA grant opportunity and work with the Director of Impact and others to evaluate the effectiveness of the opportunity in helping to advance the organization’s mission. In addition, the IM-CA will work with the impact team to support the development and successful execution of Next50’s other funding areas.

The IM-CA will manage a growing portfolio that includes Next50’s philanthropic and sponsorship investments in ending ageism, enabling aging in place, and accelerating digital equity with the goal of ensuring economic opportunity for older adults, and building the capacity of nonprofits in the aging sector. To help meet our goals and ensure our investments fully reflect communities’ needs and voices, the IM-CA will serve as a program lead within Next50.
and act as a prominent external representative in networking and collaborating with national 
and Colorado-based grantees, business communities, other funders, and experts in the field of 
ageing. The IM-CA will be an important part of a nimble, goal-oriented, collaborative staff 
ensuring that processes and systems support Next50’s desired impact.

This is a unique opportunity for a mission-driven and skilled project manager with aging 
expertise and a strong commitment to improving the experience of aging in Colorado and 
beyond, equity in philanthropy, collaboration and problem-solving. The ideal candidate is excited 
by the opportunity to make an impact in the lives of older adults and the future of aging, build 
deep connections with grantees, keep up with and incorporate new ideas from the field, address 
questions and challenges, and bring a collaborative and learning mindset to the work.

The successful candidate will come to this role with a background in the aging field via 
nonprofit programming, research, policy or equivalent work, and bring strong relationship-
building, communication, and analytical skills to the work. The individual filling this role will be a 
key member of the Foundation’s impact team and work collaboratively with other impact 
managers and across the organization. They will contribute to idea generation and strategic 
thinking that strengthens the Foundation’s various funding initiatives by ensuring efficient, 
equitable, and effective processes that align with the mission and vision of Next50.

**Key Responsibilities**

**Strategic and Operational Grant Development**

Serve as the impact team lead on the CA funding opportunity. Work with the Director of Impact 
and others to develop guidelines, applications, reporting requirements, processes and 
procedures for this funding opportunity.

Serve as a thought leader and active participant of the national non-profit, business, and 
research communities in the aging sector. Work within these communities to understand 
trends, needs and values of the aging community as a whole, as well as unique and diverse 
groups within the community.

Advise the impact team on the incorporation of trust-based philanthropy principles within the 
CA funding opportunity, and work to operationalize these principles where possible.

**Nonprofit Stewardship and Network-Building**

Develop and maintain a productive network of professional relationships with key philanthropic, 
nonprofit, and other community leaders.

Participate in community events, thought leadership and collaborations outside of the office to 
advance Next50’s strategic priorities and further steward nonprofit grantee impact.

Steward nonprofits by taking an intentional and “hands-on” approach in helping shape and 
guide early-stage ideas as they move from concept to implementation.
Collaborate with community engagement and public policy colleagues to support nonprofit partners in expanding their reach and impact.

Manage collaborations with other funders to create the conditions for success or to scale innovative ideas of its nonprofit grantees.

Represent Next50 by participating in funder collaboratives and meetings or groups that align with Next50’s priorities.

Keep current on aging issues and develop field expertise through literature review, contact with social and professional communities, and participating in relevant conferences.

Investment Curation and Administration

Manage grants and sponsorships with responsibility for guiding the administration and reporting process and providing strategic support to nonprofit partners.

Develop a pipeline of funding opportunities, identifying, and cultivating relationships with organizations and initiatives that fit with Next50 priorities, including finding innovative or unconventional ideas from nontraditional sources.

Identify and pursue opportunities to further the community's aging agenda through a variety of methods other than grant-making such as convening, technical assistance, serving on committees and task forces, etc.

Develop and present funding recommendations to the grant review team, CEO, and Board of Trustees.

Collaborate with other staff to refine Next50’s Request for Proposals and grantmaking cycles and processes.

Review grant applications submitted for consideration; make site visits, as appropriate; prepare written summaries and analysis documents of grant applications to aid in evaluating and making awards.

Communicate with grant applicants and grantees and serve as the Foundation's principal contact with assigned grantees.

Respond to inquiries about Next50’s grant-making priorities and processes.

Visit grantees and communities to discuss prospective grants, provide guidance and support to grantees, and support collaborative opportunities in grant-making.

Learning, Evaluation, and Communication

Evaluate grant applications, including performing due diligence and budget reviews in collaboration with the strategic operations and finance departments.
Work with Next50's external communications partner to develop materials for internal and external use that tell a clear, compelling story of the portfolio's impact, elevating grantees, Next50, and inviting additional investment.

Collaborate actively with nonprofit grantees on progress, successes, and challenges to be a resource for progress and impact.

Work with Next50’s external evaluation partner and grantees to assess the impact of funding.

Contribute insight and content, as needed, to the foundation’s publications, external communications, and marketing.

Provide support, when requested, for all foundation activities and complete special projects and assignments as needed.

Qualifications

- A minimum of a bachelor’s degree in social work, nonprofit management, gerontology or equivalent.
- Minimum of 5 years’ experience working within or with the nonprofit sector including experience with grants.
- Expertise in aging, including strengths and systemic barriers to aging in the US, how intersectional identities affect aging, and an understanding of resources and programs available to older adults in the US. Experience in social and economic issues impacting aging preferred, but not required.
- Understanding of philanthropy’s roles in the community.
- Demonstrated ability of centering equity in all aspects of work.
- Ability to communicate effectively.
- Demonstrated skills in organizing, analyzing, presenting data, reaching conclusions and developing recommendations.
- Demonstrated ability to establish and maintain effective working relationships with a wide range of individuals and organization representatives.
- Strong interpersonal and collaboration skills; proven ability to be flexible in a team-oriented approach with diverse groups of people.
- Knowledge and ability to express and measure program and impact evaluation.
- Proactive and a self-starter; able to prioritize work assignments, manage multiple deadlines, and to represent the Foundation in any given environment.

Salary and Benefits:

The salary range is $85,000 - $100,000 depending on experience. Next50 provides a comprehensive benefits package including medical, dental, and vision insurance. We cover 85% of the health insurance premium cost for eligible employees and 70% of the cost for dependents. In addition, Next50 offers employer-paid life and disability insurance, an employee assistance program and a discount on pet insurance. Our employer-matched 403b retirement plan includes a 3% safe harbor contribution for all employees as well as a 3% matching contribution, both immediately vesting at 100%. We also place a high priority on work/life balance and encourage time away from work by offering 11 paid holidays per year AND the
entire office is closed between Christmas and New Years. In addition, a generous paid time off policy with the ability to accrue 25 days per year as a new hire.

If you are interested in applying for the Impact Manager – Changing Aging position, please submit your cover letter and resume (both required to be considered) to: careers@next50foundation.org. The deadline to submit your application is Wednesday, January 31, 2024. Please do NOT contact any employee directly about this position, use the Careers email for ALL inquiries. Thank you.