

## **President & Chief Executive Officer (CEO)**

Organization: New 501(c) 3 Advocacy Organization

Location: Denver, Colorado

### **About Us**

Next50, a private foundation, is launching a new advocacy organization to tackle one of the most pressing issues of our time: economic insecurity among older adults. The new advocacy organization's mission is to advance smart, equitable policies that make aging more affordable in Colorado. It is a startup with big ambitions, grounded in community, data, and an unshakable belief in the power of advocacy to improve lives.

### **The Opportunity: A Founding Leader, Builder and Changemaker**

This is a rare opportunity to shape a new organization from the ground up. We are seeking a founding President & Chief Executive Officer (CEO) who brings entrepreneurial energy, a passion for aging and longevity, and deep knowledge of Colorado's political and policy environment. This is a once-in-a-career opportunity to build something entirely new—shaping the organization's vision, strategy, team, and impact from day one.

The CEO will serve as the leader of the new 501(c)(3) and the to-be-launched 501(c)(4). For the 501(c)(3), which is endowed by a grant from Next50, the CEO will be the architect and driving force behind advocacy, thought leadership, fundraising, and organizational development. For the to-be-created 501(c)(4), the CEO will lead the development of the new organization, fundraising, lobbying, campaign strategy, and organizational development. A successful candidate will be a policy expert, movement builder, and nonprofit entrepreneur. This is a hands-on leadership role for someone ready to roll up their sleeves, mobilize support, raise significant resources, and drive meaningful change for Colorado's aging population.

### **Key Responsibilities**

#### **I. Visionary Leadership & Organizational Launch**

- **Strategic Planning and Execution:** Lead the launch and strategic evolution of a mission-driven nonprofit. Craft a bold, actionable strategy to advance aging affordability in Colorado, with clear goals, milestones, and measurable outcomes.
- **Governance & Compliance:** Build out operational and legal infrastructure, working closely with the Founding Board of Directors to create governance policies to ensure legal, ethical, and financial accountability.

- **Culture & Team Building:** Recruit and inspire a mission-driven team committed to innovation, collaboration, and equity.
- **Board Development & Collaboration:** Work closely with the Board of Trustees to implement the strategic plan, fundraise, and ensure overall organizational alignment and impact.

## **II. Policy Advocacy**

- **Policy Strategy:** Be the organization's lead voice and thinker on economic policies affecting older adults in Colorado.
- **Advocacy Leadership:** Design and execute strategic advocacy and thought leadership for the 501(c)(3). Build relationships across the political spectrum with Colorado lawmakers and agencies. Lead the yet-to-be launched 501(c)(4) by deploying muscular lobbying strategies and campaigns.
- **Coalition Building:** Partner with advocacy groups, grassroots organizers, and civic leaders to build a statewide movement for aging equity.

## **III. Fundraising & Financial Growth**

- **Revenue Leadership:** Develop and execute a dynamic fundraising strategy to ensure both early-stage and long-term financial sustainability.
- **Major Donor Engagement:** Personally cultivate and steward relationships with major donors, foundations, and philanthropic partners.
- **Grant & Compliance Management:** Manage all aspects of grants acquisition and reporting with integrity and efficiency.
- **Diversified Funding:** Pursue funding across multiple channels, grants, corporate sponsors, grassroots giving, and aligned earned income.
- **Develop Lobbying Organization:** Lead the launch of a separate 501(c)(4) lobbying organization, including developing revenue independent of Next50's funding, strategic campaigns, and other related activities.

## **IV. External Affairs & Movement Building**

- **Public Voice:** Serve as the organization's chief spokesperson and thought leader in media, public forums, and digital platforms.
- **Partnerships:** Forge strong alliances with nonprofits, community organizations, and the private sector.
- **Narrative Change:** Lead narrative strategy to elevate public understanding of aging equity and economic challenges and galvanize support for systemic solutions for older Coloradans.

## **Who You Are**

- Entrepreneurial Leader: You thrive in uncertainty and startup environments, build bold ideas from the ground up, and embrace calculated risks in pursuit of impact.
- Policy Expert: You bring deep knowledge of Colorado's aging policy landscape—especially in areas such as economic security, long term care, healthcare, tax policy, workforce, and housing- and understand how to move policy from idea to implementation
- Political Strategist: You understand the inner workings of the Colorado State Capitol, and build trusted relationships across the political spectrum
- Proven Fundraiser: You have raised significant philanthropic support and know how to grow and diversify funding over time.
- Coalition Builder: You unite unlikely allies and work effectively across lines of difference, in pursuit of shared goals.
- Compelling Communicator: You can translate complex policy into powerful, accessible stories that move people to act.
- Mission-Driven: You believe in dignity, justice, and equity for Colorado's older adults—and you see policy as a lever for systemic change.

## **Qualifications**

### **Leadership**

- 10+ years of leadership experience in nonprofit, government, policy, campaign, or startup environments.
- Experience in leading teams to achieve significant results
- Strategic orientation with the ability to develop a strong vision that inspires others to work toward that vision.
- Experience working with volunteer board members, specifically on public policy issues.
- Experience working with contractors, especially lobbyists.
- Proven ability to develop strong relationships with policymakers across the political spectrum.
- Experience in identifying, cultivating, and maintaining strong relationships with funders, especially those interested in advocacy.

### **Finance and Operations**

- Experience with oversight of budget development and financial tracking and reporting.

- Experience in creating and managing strong teams, including overseeing human resources policies and developing a resilient culture.

### **Research & Policy**

- Demonstrated ability to conduct and evaluate research on complex policy issues, particularly within Colorado's economic and fiscal landscape
- Expertise in Colorado's aging demographic trends and related systems impacts
- Skilled coalition-builder with success engaging grassroots communities statewide
- Proven ability to perform and interpret economic analysis to support advocacy goals
- Outstanding communication skills, with the ability to tailor messages across audiences and mediums

### **Values**

- Deep commitment to racial, economic, and generational equity
- Collaborative, collegial, and values shared leadership and community wisdom
- Confident without ego; thoughtful, strategic, and relentlessly purpose-driven
- Politically savvy and able to spot opportunities in complex or uncertain environments
- Active listener and generous partner, especially in coalition spaces

### **Benefits and Compensation**

The salary range for this position is \$150,000–\$175,000 annually, commensurate with experience and qualifications. In accordance with Colorado's Equal Pay for Equal Work Act, we are committed to pay transparency and equity in compensation practices.

We offer a comprehensive benefits package that includes:

- Medical, dental, and vision insurance
- Retirement savings plan
- 11 paid holidays, plus a full office closure between Christmas and New Year's Day
- Generous paid time off (PTO) policy, with new hires accruing up to 25 days annually
- Hybrid work environment and a commitment to work/life balance, including flexible scheduling where possible

**To Apply**

If this describes you and your goals, we want to hear from you. Please send a cover letter, resume, and salary requirements to [info@next50foundation.org](mailto:info@next50foundation.org) by July 31, 2025. Applications will be reviewed on a rolling basis.

All applications are to be submitted electronically. Please, no phone calls.

The new advocacy organization is an equal opportunity employer. In accordance with Colorado, we do not discriminate in employment matters on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, disability, age, marital status, or any other protected status. We are committed to building a diverse and inclusive team and strongly encourage applications from people of color, older adults, LGBTQ+ individuals, people with disabilities, and those with lived experience related to our mission.