



CAREER OPPORTUNITY

Vice President of Community Development

ABOUT - The Latino Community Foundation of Colorado (LCFC) is a state-based philanthropic foundation—led by Latinos and for Latinos.

We pursue civic, economic, and cultural opportunities that drive a more authentic narrative about Latinos in the state, and cement a healthy and vibrant future where all Latino Coloradans will prosper.

LCFC builds on the influence and power of Latino communities throughout Colorado by investing in civic and economic development opportunities and community health and wellness and by elevating the existing work of individual leaders, nonprofit institutions, and regional communities.

Our small and nimble Denver-based team, currently working remotely, works together closely to further the LCFC mission: “to work hand in hand with our diverse communities to create culturally responsive strategies that build influence, equity and opportunity for all Latino Coloradans.”

We seek collaborative team members who believe and embrace our values, and are committed to racial and social justice and the advancement of Latinos throughout the state of Colorado

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THE OPPORTUNITY – The Vice President of Community Development is a new position that will support the capacity building, development, and rebuilding of the Latino non-profit sector as well as design and implement a policy/advocacy framework that contributes to a healthy and sustainable sector. This person will play a key role in working with LCFC’s grantees/partners and staff to develop innovative strategies that are equitable, relevant and contribute to developing non-profit leaders and outstanding community institutions. Learn more about our programs at Latinocfc.org.

RESPONSIBILITIES – This person will oversee LCFC’s Adelante capacity building initiative, Communities of Color Loan Fund, Policy and Advocacy efforts and help secure resources to help build the Latino non-profit sector.

- Work with the Adelante Program Director to implement and carry out a comprehensive multi-year, statewide cohort-based capacity building program for Latino non-profit organizations.
- Help secure additional resources: funding, in-kind professional services, leveraging opportunities.
- Manage/oversee the Communities of Color Loan Fund: budget management, application review process, manage advisory team and project staff.
- Help design and implement a policy/advocacy framework.
- Be accountable to CEO and through them to the LCFC’s Board
- Assess local political, social, philanthropic, cultural and economic developments, help shape the LCFC’s investment strategy, and guide programming to align with LCFC’s mission, vision and values.
- Provide intellectual leadership inside and outside the LCFC.
- Represent the LCFC externally, initiate and foster strategic partnerships -- collaborating broadly with practitioners, foundations, government, non-profits, the private sector and other donors on issues of common interest.
- Manage, mentor and coach a small team (3-4) of professional and support staff; establishing annual performance delivery goals for the team and direct reports.
- Communicate with the LCFC staff and external partners clearly and consistently in a transparent, timely and respectful manner.

QUALIFICATIONS – The position was created to help Latino non-profits build a strong, vibrant, and dynamic sector that advances opportunities, builds leadership and can tackle systemic inequities that have held communities of color from building resilient leaders, non-profits and communities. Thus, we seek to bring onboard a person with: action-oriented, entrepreneurial spirit who is a self-starter; ability to think analytically, independently and critically with agility to translate ideas and insights into action; and who can apply

racial, economic, gender and sexual orientation analysis to our work. Additionally, we seek a candidate with:

- Proven record of 10+ years of leadership, strategic design, planning, and management experience
- Exceptional people management and team management skills, including the ability to motivate and build teams, constructively lead, coach, mentor, develop and evaluate a staff
- Solid administrative skills, in particular an appreciation for the importance of strong technology, human resources, fiscal management, systems development
- Exemplary communications skills: strong listening skills and public presentation/facilitation skills: written and oral fluency in English – Bilingual (Spanish) a plus
- Demonstrated ability to be a productive member of a community of people at work, respecting differences while working toward shared goals; comfort with periods of ambiguity; constructive participation in ongoing organizational development; and ability to effectively strategize with other LCFC staff
- Proven abilities to manage complex relationships with diverse stakeholders
- Good technological skills and attitude for conducting day-to-day business activity, including internal/external communication and program planning with various software programs
- Personal qualities of humility and capacity for self-reflection and sound, mature judgment and integrity
- A passion for social justice as well as commitment to LCFC's [mission and core values](#)
- Creative, passionate, non-judgmental, punctual and considerate
- A Bachelor's level degree or equivalent experience
- Ability to travel
- Bicultural - ability to interact in two different or disparate cultural systems.

SALARY AND BENEFITS – The salary range for this position is \$80,000 - \$100,000. A generous benefits package is provided.

- Medical, dental and vision: 100% for employee and 50% for immediate family
- Retirement savings account with company contribution
- Generous PTO, plus 11 paid holidays
- Short/long term disability
- Life Insurance
- Professional development opportunities

The Foundation is providing a compensation range that represents its good faith estimate of what the LCFC may pay for the position at the time of posting. We may ultimately pay more or less than the posted compensation range. The salary offered to the selected candidate will be determined based on factors such as the qualifications of the selected candidate, budget availability, internal salary equity considerations, and available market information, but not based on a candidate's sex or any other protected status.

HOW TO APPLY - Please complete an application and upload a cover letter expressing your interest, summarizing your relevant experience and aptitude for the position, and explaining how your contributions will help advance the mission/vision of the LCFC, along with your resume at: [Job application link](#). Position open until filled.

EQUAL EMPLOYMENT OPPORTUNITY - The Foundation does not discriminate against employees or applicants for employment because of race, disability, color, creed, religion, gender, sexual orientation, gender expression or identity, age, national origin, ancestry, citizenship, veteran status, or any other protected classification in hiring, promoting, demoting, training, benefits, transfers, layoffs, terminations, recommendations, rates of pay or other terms and conditions of employment. Opportunity is provided to all employees and applicants based on qualifications and job requirements.