

President and CEO

Benefits in Action (BIA) is a nonprofit organization dedicated to connecting individuals with the support and resources they need to thrive. In 2023, BIA provided services to more than 15,000 individuals in Colorado. These people were helped by receiving assistance in:

- Accessing Medicaid, Medicare, Connect for Health, SNAP and OmniSalud
- Receiving food deliveries for those who are unable to acquire food on their own
- Filling out and submitting tax returns
- Receiving mental wellness support through individual calls, a caring connections group, and music therapy, to address social isolation

About the Role

BIA seeks an innovative, visionary, mission-driven leader to expand BIA's reach statewide. Reporting to BIA's Board of Directors, the President and CEO provides leadership, strategy, and vision to the organization in keeping with the mission and strategy of BIA. The President and CEO will serve as the head of the organization to clients, funders, partners, community organizations, government agencies, and the community-at-large. The President and CEO provides executive leadership and oversight of high-quality client service delivery, operations, facilities, development, volunteer engagement, community outreach, stakeholder/public engagement, and fiscal management. The President and CEO oversees the leadership team who are responsible for full-time staff of 50 with several part-time employees.

Essential Duties and Responsibilities include community engagement, building and maintaining relationships with funders, oversight of the leadership team, ensuring quality outcomes and staying abreast of trends in the nonprofit community. The President and CEO:

- Governs the management of an organization with an annual budget exceeding \$5 million
- Effectively oversees all functional areas
- Ensures the strategic plan is integrated throughout the organization
- Ensures a healthy and positive organization and culture while preparing and executing a vision for growth
- Ensures a high level of excellence in client experience and program offerings

Relevant Experience

- Bachelor's and/or master's degree in business, accounting, healthcare management, human resources, or related field and/or relevant work experience required
- 7+ years' leadership experience
- Knowledge of non-profit accounting and best practices in this area

- Understanding of – and skilled management in – development, marketing, and volunteer participation
- Experience in cultivating revenue from a variety of funding sources to include corporate sponsorships, foundations, government, and individual donors
- A demonstrated track record of effectively developing and maintaining relationships with current and prospective partners and donors.
- Strong assessment skills: ability to ensure the collection of data and analyze the appropriate metrics to measure the quality of the client experience and program offerings and adjust as needed
- Demonstrated fiscal management experience overseeing a budget and cash flows comparable to a similar size or larger nonprofit organization
- Knowledge of facility management
- Experience working with/for a volunteer Board of Directors and its committees is highly desired
- Proven leadership skills in developing, mentoring, and guiding high-performance staff and volunteers. Experience with crisis management is helpful.

Position Type/ Work Schedule: This is a full-time, exempt position, requiring occasional evening and weekend work and the ability to be flexible and responsive to emergent needs of BIA and the communities it serves.

Compensation & Benefits:

- \$125,000 - \$175,000 annually (depending on experience)
- Medical/Dental/Vision/Life /Short- and Long-Term Insurance
- Disability/Retirement
- Paid time off benefits (holiday, sick, vacation)

How to Apply

If you are interested in the role, please apply here: <https://wkf.ms/4ho85tu>

Please direct any questions about this role to kwame@zimnonprofitrecruiters.com

BIA is dedicated to equal employment opportunities in any term, condition, or privilege of employment. BIA prohibits unlawful discrimination against applicants or employees based on race, color, national origin, ancestry, creed, religion, sex, age 40 and over, disability, genetic information, veteran status, sexual orientation, marital status, gender expression or any other characteristic protected by state or local law. This policy applies to all employees.