



4700 Claude Ct
Denver, CO 80216
(720) 432- 1188
ges-coalition.org

GES Coalition is looking for a strong candidate to fill the position of the Co-Director of Program Management

Organizational Description

The Globeville, Elyria-Swansea Coalition organizes neighbors to build collective power and community stewardship. We work to align community health and the well-being of our neighbors; activate resident-driven leadership; protect historically marginalized neighborhoods; and promote a culture of interconnectedness and commitment to equity. Our organizing is community-driven and based on a shared commitment to economic, racial, and environmental justice.

Description of the position

The co-director will work in close collaboration with GES Coalition (GESC) staff and the GESC board of directors to lead the development and evaluation of GESC programs, including development of staff, board members, and coalition membership.

This position is rooted in the tradition of grassroots organizations and neighbor-to-neighbor organizing. The responsibilities of this position require a proven-track record in community organizing, and the management of existing and emerging neighborhood programming and initiatives. We will work with the right candidate to develop the necessary skills to be successful in this position.

Strong candidates will have successful, tried and tested experience with community organizing, including understanding the limits and strengths of organizing, and the theory and practice of building collective power within a member-led organization.

Leadership and Vision

This position is part of the collective leadership team of GES Coalition, working to support the development and implementation of a long-term strategic growth plan, and co-leading the planning, strategy, implementation and development of organizational initiatives.



The co-director is an internal leader and strategic thinker who builds meaningful relationships, and works closely with the staff and the board of directors in a way that upholds and adheres to the overall organization's vision, values, norms and culture.

Strong candidates will have the relevant experience that gives them the capacity to:

- Take direction with the collective leadership (board, staff, members) and work in collective capacity to promote development of active collective leadership.
- Lead ongoing Board development, including areas of training, financial management, and communications.
- Lead program management, including tracking and evaluation of coalition activities.
- Supervise and develop staff needs and abilities; Demonstrate a team approach that is mindful of setting goals, clear roles and responsibilities and evaluation.
- Identify and integrate new ideas and strategies moving them through the implementation stages.

Membership Leadership

This position leads the development of becoming a member-led organization, a key component of building out the long-term vision of the organization.

Qualifications

- Leadership based in strong analysis of racial and gender justice reflecting the ability to navigate issues of class, education, physical ability, age, and the intersections of power and privilege
- Strong interpersonal and organizational skills, including a demonstrated ability to collaborate and an openness to learning, sharing, and building relationships across lines of difference
- Proven track record of at least three (3) years of community, neighborhood, or union organizing in either a professional or volunteer capacity
- Has successful experience in management of programs
- Comfortable balancing strategic planning while managing daily administrative tasks



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- Ability to design and facilitate staff and board training that fosters participatory decision making and team building
- Experience supervising and evaluating diverse staff or volunteers, to include conflict management, delegation, and follow-through
- Proficient in spoken and written English and Spanish

Desirable Qualifications

- Familiarity with issues facing historically redlined communities
- Knowledge of housing policy, anti-displacement efforts and Community Land Trusts
- Experience with operations management, including budgets, invoicing, compliance, etc
- Demonstrated success in grant/proposal writing, fundraising and fiscal oversight of budgets
- Strong, existing relationships with GESC and/or neighbors across the three neighborhoods

This position is a full-time exempt position, with the need for occasional evening and weekend flexibility needed to best work with our leadership and membership. The salary range is \$60,000-\$80,000. Benefits include health insurance, and retirement plans. Work environment is flexible including remote, hybrid and community work spaces.

The planned start date for this position is mid February 2024, with some flexibility. Strong applicants should prepare for interviews during the first few weeks of January 2024.

To apply for this position, please send a resume (CV) and a brief cover letter detailing relevant skills and work experience to info@ges-coalition.org by end of day, Friday, December 29th, 2023.