



Program Manager of Youth Engagement

August 2026

Rocky Mountain Partnership Cradle to Career™ (RMP) unites the community to support children and young people up to age 35 in achieving critical milestones from cradle to career so that every child and young person, regardless of their background or circumstance, is thriving and contributing to a vibrant economy.

Guided by a globally recognized framework and data, we strive to create impactful, large-scale solutions. We break down silos within existing efforts, optimize regional resources, and advance impactful policies and strategies.

RMP has set an ambitious target to ensure an additional 71K children and young people (up to age 35) who are not currently meeting Cradle to Career milestones, achieve these critical steps for upward mobility by 2030.

VALUES

- **Results:** We strive for outcome-level improvements for community members.
- **Community:** We are best when working together as a collective.
- **Inclusion:** We engage community members most impacted by our work.
- **Shared Vision:** We are committed to a common vision with measurable goals.
- **Accountability:** We hold ourselves responsible to drive actions and measure outcomes.
- **Innovation:** We create solutions to complex problems.

STATUS: Full-Time, Exempt

REPORTS TO: Chief of Staff

POSITION OVERVIEW

We're looking for someone who genuinely loves working with young people and believes, without qualification, that they belong at the table where decisions about their lives and their region are made. The Program Manager of Youth Engagement is the driving force behind how RMP builds authentic youth voice into its collective work, leading the Civic Influencer Fellowship Program and helping ensure young people are meaningfully engaged across RMP's work, including our Big Bets, Target Champions, Community Leadership Council, Board of Directors, and other priority efforts. This includes designing and facilitating youth design sessions and bringing youth engagement expertise to the teams and partners leading this work.

This is a relationship-first, mission-driven role. The right person will bring real energy and care to every fellow, every session, and every young person they work with, and will hold RMP and its partners accountable for turning youth voice into real action.

About the Civic Influencer Fellowship Program

Our Civic Influencer program empowers young people aged 16-24 who are directly impacted by these challenges. By training, mentoring, and resourcing these young individuals, we transform them into effective civic leaders and decision-makers. At the heart of this program is a cohort-based, year-long fellowship that supports these young individuals to:

- **Understand the Region:** They gain a deep understanding of regional challenges and the decision-making landscape.
- **Take Action:** They engage in collective projects, lead policy and advocacy activities, and mobilize their communities for change.

- **Build Competencies:** They develop crucial leadership skills, supported by mentors and navigators trained with evidence-backed models.

The goal is not simply for young people to complete a fellowship, but to leave with the confidence, competencies, relationships, and real-world experience to continue leading within RMP's collective work and in their communities.

Throughout the fellowship, Civic Influencers are immersed in hands-on experiences that build their capability to drive impactful initiatives. They are equipped with the knowledge and skills needed to effectively advocate for change, ensuring that their voices are heard and their impact is felt across the region. This role works closely with The Civic Influencer Engagement Lead on initiatives and supports throughout the fellowship.

About Youth Design Sessions & Youth Voice Support

Beyond the fellowship, this role plans and facilitates youth design sessions, structured, youth-centered working sessions where young people dig into real data, co-design solutions, and directly shape RMP's strategy alongside staff and partners. This role also leads and strengthens youth engagement practices across RMP, serving as the go-to expert and resource for teams and partners working to meaningfully engage young people across our collective work. This includes helping teams design youth engagement approaches, facilitating youth-centered experiences, and building the capacity of others to create spaces where young people can meaningfully influence decisions and action.

KEY RESPONSIBILITIES

Civic Influencer Fellowship Program

- Lead the planning, implementation, and continuous improvement of RMP's Civic Influencer Fellowship, ensuring the program has the partnerships, resources, systems, and youth-centered practices needed to deliver a high-quality experience for fellows.
- Establish and manage a budget for the fellowship program that provides stipends for Civic Influencers and the necessary funding for training, experiential learning, and mentorship opportunities.
- Utilize RMP's Civic Influencer Network toolkit and technical assistance to build the Civic Influencer Fellowship Program, including hiring necessary staff, fellowship length and duration, safeguarding processes, recruitment criteria, curriculum, experiential learning, mentorship, connection to community navigators, stipends, policy and advocacy leadership, and springboarding graduating fellows into leadership positions.
- Manage each cohort of youth going through the Civic Influencer Fellowship Program, ensuring they are provided with training, experiential learning opportunities, mentorship, and stipends.
- Ensure fellows are directly engaged in the development of the partnership's policy agenda and provided the opportunity to lead advocacy and community mobilization efforts.
- Measure, evaluate, and communicate the progress and impact of the Civic Influencer Network, on youth fellows and on community-wide outcomes.
- Support graduating fellows to springboard into formal and informal leadership positions across the region.
- Participate in peer-to-peer learning to refine and improve the fellowship through the Civic Influencer Network Community of Practice hosted by RMP.

Youth Design Sessions

- Plan, design, and facilitate youth design sessions that engage young people in co-creating solutions, reviewing data, and shaping RMP strategy.
- Partner with RMP staff and community partners to translate design session outcomes into actionable recommendations for the Partnership's collective work.
- Recruit and prepare young participants for design sessions, ensuring sessions are accessible, culturally responsive, and welcoming.
- Develop facilitation materials, agendas, and activities tailored to youth audiences.

Youth Engagement Across RMP's Collective Work

- Support the meaningful integration of youth voice and leadership across RMP's collective work, including Big Bets, Target Champions, the Community Leadership Council, Board of Directors, and other priority initiatives and decision-making spaces.
- Advise other RMP staff and partners on best practices for engaging youth participants in research and community voice activities, including consent, safeguarding, and incentives.
- Coordinate logistics, recruitment, and facilitation support for focus groups and related community voice efforts involving youth.
- Ensure youth participants are connected back with what action results from their input.

General

- Represent RMP at local, regional, and national functions as needed.
- Maintain a database of youth engagement projects and deliverables.
- Other duties as assigned.

WHO YOU ARE

- You have a genuine passion for youth empowerment and a deep belief that young people are capable leaders and changemakers today, not just someday.
- You light up when you're in a room (or a Zoom) with young people, and they can tell you actually want to be there.
- You care about the region and its communities, and you're motivated by seeing real, measurable change in young people's lives.
- You show up as your authentic self, build trust quickly, and hold yourself and your partners accountable for following through on what youth ask for.
- You're energized by ambiguity and enjoy building programs and processes from the ground up.

QUALIFICATIONS

- Experience in a related field, such as community engagement, community development, civic leadership, community mobilization, youth development, and/or coalition building; could include campaign or community organizing experience.
- Demonstrated success in managing programs and projects, ideally youth-focused.
- Experience designing and facilitating sessions, workshops, or focus groups with youth or community members.
- Experience working with young people and a genuine understanding of and empathy for the challenges they face.
- Strong organizational skills and ability to manage multiple projects simultaneously.
- Experience working or living in the region or commitment to learning about the region.

COMPETENCIES

- Contagious enthusiasm for youth engagement and community-driven change.
- Courageous, transparent leadership rooted in trust and equity.
- Strategic thinker with the ability to anticipate challenges and adapt.
- Strong communicator, able to engage diverse stakeholders and facilitate collaboration.
- Skilled facilitator, able to design and lead sessions that center youth voice.
- Continuous improvement mindset with openness to feedback and learning.
- Deep awareness of identity, power, and privilege, and commitment to dismantling inequities.

KEY SKILLS

- **Youth Facilitation:** Designing and leading sessions, design sessions, focus groups, fellowship curriculum; where young people drive the content and decisions, not just attend.

- **Program & Budget Management:** Running the Civic Influencer Fellowship end-to-end: budget, stipends, timelines, deliverables, and staffing, with strong ownership and accountability
- **Relationship Building & Stakeholder Management:** Building trust with fellows, mentors, community navigators, schools, funders, and regional partners simultaneously.
- **Community Voice Methodology:** Comfort with focus groups, interviews, surveys, and similar qualitative methods, plus knowing how to adapt them for youth participants specifically.
- **Coaching & Mentorship:** Supporting fellows' growth as leaders, including springboarding graduates into further leadership roles.
- **Equity-Centered Facilitation:** Practical skill, not just awareness, in navigating power dynamics, identity, and privilege in mixed-age or mixed-power rooms.

WORKING CONDITIONS

Work Environment:

This role involves a combination of remote work, in-office work at RMP's main location, and participation in meetings and sessions at community spaces. Most work will occur during standard business hours, with occasional evening or weekend commitments. Reasonable accommodations will be made for individuals with disabilities to perform the essential duties of the job.

Physical Requirements:

To perform this job successfully, the employee must be able to sit, stand, walk, talk, listen, operate a computer, drive a vehicle, and occasionally lift or move items over 10 pounds. Reasonable accommodations will be made as needed. Vision requirements include the ability to see up close and at a distance, perceive depth, and adjust focus.

COMPENSATION AND BENEFITS

RMP offers competitive salary and benefits, commensurate with experience and skills. The starting salary range for this position is \$65,000-\$80,000. The position offers flexibility with schedule and includes a strong benefits package including a Simple IRA retirement plan with employer match, health, dental, and vision insurance, paid holidays, and paid time off.

HOW TO APPLY

Candidates are asked to submit a resume and cover letter to Opportunities@rmpbackbone.org

This position will remain open until filled, but has a target start date of October 5th.