



Executive Director

Seeking an Entrepreneurial Executive Director to Lead LPM's Next Chapter of Growth

The Opportunity

Longmont Public Media (LPM) is where Longmont tells its own story. Since 2017, LPM has grown from a founding vision into a hub where neighbors connect to what is happening in their community, learn media skills, create content, and share stories that matter locally. LPM brings together three complementary identities: Longmont's public access media provider, a media makerspace, and a provider of professional production, editing, and live-streaming services.

Public access media was built on two enduring principles: access for all, regardless of income, education, background, or identity, and support for a healthy democracy, where people are well-informed, engaged, and connected to one another. LPM's makerspace takes this a step further, offering a creative, learning-centered, and collaborative community with studios and equipment found nowhere else in Longmont. LPM's professional services put the team's technical expertise to work for local organizations, delivering quality, affordable products while earning income that sustains the mission.

The opportunities ahead are significant. LPM enters this leadership transition with a skilled team, an established City partnership, and a reputation for quality work. Our co-founding executive director is moving into an operational role, providing continuity, and LPM is ready for a leader who will build on this solid foundation. There is room to grow by expanding professional services, adding events and workshops as the region's creative community blooms, and deepening partnerships with municipalities, businesses, and organizations.

This is a rare opportunity to shape the next chapter of a young, mission-driven organization. Our new executive director will guide LPM's growth, build on its strengths, and leave a legacy by expanding what community media can be for Longmont and beyond.

The Role

The Executive Director is LPM's chief executive, working in partnership with the Board of Directors and leading a small, dedicated team. We are looking for an entrepreneurial leader who enjoys the energy and creativity of start-up and growth, and who brings the experience to strengthen the systems, structure, and business model that will help growth last. In the first year or two, the new executive director will partner with the board to focus on three priorities:

- Expand and diversify financial resources, leveraging and evolving our business model.
- Build on LPM's visibility and relevance by sharpening how we share our story.
- Strengthen the infrastructure and strategy that will support LPM's next stage of growth.

Key Responsibilities

Vision and Strategy

- Lead vision, strategy, and resource allocation, developed collaboratively with the board, staff, and LPM community.
- Evolve LPM's services and business model to support long-term sustainability.
- Anticipate and respond to shifts in media, technology, and the funding environment.

Mission Execution

- Translate strategy into operating plans with clear priorities and accountability.
- Ensure the on-going quality and continuity of key services.
- Measure results and share LPM's impact with supporters.

Leadership and Relationships

- Lead, support, and develop staff, contractors, and volunteers, guiding a culture of collaboration, accountability, and learning.
- Build and maintain relationships with municipalities, nonprofit, business, member, and funder partners.
- Expand mutually beneficial partnerships and collaborations.

Positioning and Community Presence

- Share LPM's story so that people clearly understand who we are and what we offer.
- Serve as LPM's articulate spokesperson, public face, and advocate.
- Grow LPM's reputation and awareness locally and regionally.
- Position LPM as a valued community resource and a leader in community media.

Financial Wellbeing

- Grow and diversify LPM's financial resources.
- Manage contracts, including the City of Longmont public access contract, ensuring robust performance, compliance, and productive relationships with public officials.
- Set fundraising strategy and lead fundraising activity.
- Grow professional services, including production, editing, and live-streaming, and equipment rentals as dependable earned-revenue.
- Provide financial strategy, management, budgeting, and reporting.

Organizational Excellence

- Continue strengthening the infrastructure, systems, and processes that support growth.
- Ensure policies, procedures, and decision-making are effective, documented, and aligned with quality practices for nonprofits of comparable size and stage.
- Evaluate and refine staffing and roles to support the strategic vision and reasonable workloads.
- Work in partnership with the Board of Directors and support successful governance.

Your Qualifications – Experience, Skills, and Characteristics

The ideal candidate is an entrepreneurial, mission-driven, passionate, and community-focused executive who is excited to build on LPM's strong foundation, grow its reach and resources, and guide its next stage of growth. While moving easily between vision, strategy, and execution,

they lead with steadiness and creativity. This leader is comfortable in the public, private, and nonprofit sectors. From City officials and funders to clients, members, and partners, the executive creates authentic and meaningful relationships.

Required

- Experience as a nonprofit or small business executive with extensive managerial experience, including leading in a start-up or growth-stage setting and developing the systems that support sustainable growth.
- A proven record of raising money and growing revenue, including fundraising strategy, sales, and the ability to evolve a business model.
- Talent in vision and strategic thinking, with a history of translating strategy into measurable results.
- Strong relationship-building skills across the public, private, and nonprofit sectors, including government, client, and funder relationships, and experience as an articulate public face of an organization.
- Knowledge of nonprofit fiscal management and experience partnering with a Board of Directors.

Preferred

- Experience with media, public media, and/or makerspaces.
- Existing connections along the Colorado Front Range.
- Experience managing government contracts.
- Steady, grounded, relational, collaborative, dependable, open, welcoming, and inclusive.
- Transparent, authentic, good listener, and a clear communicator.
- Diplomatic and politic, with skill in finding common ground.
- Nimble, flexible, and creative; a connector and a learner.

Your Compensation and Benefits

- The salary range is \$90,000 to \$100,000, based on experience.
- Full-time (32 hours per week in a four-day work week).
- Unlimited paid time off, plus one week off at Thanksgiving and Christmas.
- LPM covers up to 99% percent of medical premium for the employee. Vision available.
- Employees may make HSA contributions and enroll in a 401k plan.

Submitting your Application

To apply, submit:

- A cover letter that includes a description of a specific time you grew or diversified revenue for an organization. What was the situation, what did you personally do, what did and did not work, and what were the results?
- A resume highlighting relevant experience and accomplishments.
- A list of three professional references, including email and phone.

Submit materials in PDF format to executivesearch@longmontpublicmedia.org. You will receive confirmation of receipt. No phone calls please, email questions. Application review begins immediately, so we encourage applying early. We will only follow-up with short-listed candidates. Longmont Public Media is an equal opportunity employer.