Now Recruiting

CHIEF EXECUTIVE OFFICER
Position Profile

Mountain Resource Center | Conifer, Colorado | A registered 501(C)(3) non-profit organization

Building a stronger, more equitable, and connected community.

ABOUT MOUNTAIN RESOURCE CENTER

At Mountain Resource Center, we believe that **strong families start with thriving individuals.**
Founded in 1990, Mountain Resource Center (MRC) is dedicated to promoting self-sufficiency and improving the quality of life for individuals and families living in the foothills west of Denver. Located in Conifer, Colorado, MRC serves communities throughout western Jefferson County and eastern Park County. MRC employees approximately 20 staff members and engages over 200 volunteers annually, working together to provide essential services and strengthen the community we serve.

As the only community-based organization along the U.S. Highway 285 corridor providing comprehensive, multigenerational services, MRC plays an important role in connecting individuals and families with the resources and support they need to thrive. Our approach recognizes that people's needs change over time and that meaningful support requires both immediate assistance and long-term relationships.

From emergency services such as housing and utility assistance to ongoing support through Community Health, Preschool, Workforce Development, and Case Management, MRC helps individuals and families navigate challenges, build self-sufficiency, and create stronger futures.

Our Mission: We engage our community with essential services that empower all people to thrive.

Our Vision: A community that is healthy, secure, and connected.

OUR COMMITMENT TO DIVERSITY, EQUITY, INCLUSION & ANTI-RACISM

At Mountain Resource Center, diversity, equity, and inclusion are fundamental to our mission and how we serve our community. We recognize that individuals and families have different experiences, circumstances, and opportunities, and that systemic barriers can prevent people from accessing the resources and support they need.

We vow to be anti-racist and foster an environment of mutual respect and acceptance. We believe creating a healthier, more secure, and connected community requires listening, embracing differences, challenging inequities, and ensuring every individual is treated with dignity and respect.
Our commitment is reflected in the values that guide our work:

- **Empowering Change**
- **Embracing Differences**
- **Understanding and Challenging Systemic Inequities**
- **Achieving Equitable Outcomes for All Communities**
- **Supporting and Encouraging Personal and Professional Growth**
- **Cultivating Diversity**
- **Valuing Individual Stories**

We seek a CEO who will actively champion these commitments and ensure they are reflected in organizational leadership, workplace culture, community relationships, and the delivery of services.

THE LEADERSHIP OPPORTUNITY

Mountain Resource Center is seeking a collaborative, visionary, and relationship-driven Chief Executive Officer to lead the organization into its next chapter.

Reporting to the Board of Directors, the CEO will provide strategic leadership, advance organizational sustainability, and serve as MRC's primary ambassador to donors, grantors, community partners, volunteers, and other stakeholders.

The CEO will serve as the organization's chief development officer, dedicating 50% of their time to fundraising, donor cultivation, resource development, and building strategic community partnerships.

Working in partnership with the Board, Vice President of Programs and Services, Development Director, and staff, the CEO will guide organizational priorities, strengthen community relationships, and ensure MRC remains responsive to the evolving needs of the individuals and families it serves.

Equally important, the CEO will foster an organizational culture where employees feel respected, supported, heard, and empowered to contribute to MRC's mission.

KEY LEADERSHIP RESPONSIBILITIES

- **Strategic Leadership:** Partner with the Board to establish organizational direction, advance strategic priorities, assess community needs, and ensure programs align with MRC’s mission and goals.
- **Fundraising & Community Relationships:** Serve as MRC’s chief development officer and primary ambassador, cultivating donors, securing funding, strengthening partnerships, and representing the organization in the community. Dedicate 50% of time to relationship building and resource development.
- **Financial & Organizational Stewardship:** Oversee financial sustainability, budgeting, resource management, organizational performance, and risk management while supporting effective program delivery.
- **People, Culture & Governance:** Foster an inclusive, accountable, and supportive workplace; provide leadership and guidance to the Vice President of Programs and Services and staff; and maintain a strong, collaborative partnership with the Board of Directors.

THE LEADER WE ARE SEEKING

The ideal candidate is a collaborative, relationship-driven leader who combines strategic vision with a genuine commitment to people, community, and MRC's mission.
The successful candidate will demonstrate:

- A commitment to diversity, equity, inclusion, and anti-racism, with the ability to put these values into practice.
- Strong leadership, strategic planning, sound decision-making, and organizational management skills.
- Demonstrated fundraising, donor cultivation, financial oversight, and resource development abilities.
- Excellent communication and relationship-building skills, with the ability to engage diverse stakeholders and community partners.
- A leadership style grounded in empathy, integrity, transparency, accountability, and respect, with a commitment to supporting and empowering staff.

QUALIFICATIONS & EXPERIENCE

- Bachelor's degree in a related field; master's degree preferred.
- Five or more years of executive or senior nonprofit leadership experience preferred, including fundraising, financial oversight, strategic planning, and staff leadership.
- Demonstrated experience working with a Board of Directors, including board relations, governance, and supporting effective board engagement and decision-making.
- Demonstrated ability to build relationships with donors, funders, community partners, and governing boards.
- A demonstrated commitment to diversity, equity, inclusion, anti-racism, and serving individuals and families from diverse backgrounds.

COMPENSATION & BENEFITS

Mountain Resource Center offers a competitive compensation and benefits package, including:

- Generous paid time off and paid sick leave.
- Employer-subsidized medical, dental, and vision insurance.
- Colorado Family and Medical Leave Insurance (FAMLI).
- Long-term disability and life insurance.
- Simple IRA retirement plan with a 3% employer match after 90 days.

Position: Chief Executive Officer
Status: Full-Time, Exempt
Location: Conifer, Colorado
Reports To: Board of Directors
Salary Range: $115,000 - $125,000, depending on qualifications, experience, and demonstrated expertise.

JOIN US IN MAKING A DIFFERENCE

The next CEO of Mountain Resource Center will have the opportunity to lead an organization with more than three decades of community commitment and a strong belief in the potential of every individual.

We are looking for a leader who values every person's story, recognizes the importance of equitable access and opportunity, and believes meaningful change happens when people are respected, supported, and empowered.

If you are a collaborative, mission-driven leader who believes in challenging inequities, embracing differences, and creating a community where everyone has the opportunity to thrive, we invite you to consider joining Mountain Resource Center.

Together, we can build a healthier, more secure, and more connected community.

EQUAL EMPLOYMENT OPPORTUNITY

Mountain Resource Center is an equal opportunity employer and prohibits unlawful discrimination on the basis of age 40 and over, race, sex, color, religion, national origin, ethnic origin, economic status, marital or familial status, disability, military status, genetic information, ancestry, creed, gender identity, sexual orientation, or any other status protected by applicable federal, state, or local law.