

# Position Announcement: Director, Colorado Trustee Network



[Colorado Education Initiative](#) (CEI) is seeking a **Director to lead the Colorado Trustee Network (CTN)** in its efforts to partner with trustees of Colorado’s public colleges and universities to elevate the issues of greatest impact to the students and institutions in Colorado: closing persistent equity gaps, aligning postsecondary education to workforce, and increasing postsecondary funding and resources to improve outcomes for students and strengthen Colorado’s economy and communities.

Further described below, CTN is at an exciting point in its lifecycle. In the 18 months since it was founded, it has attracted the engagement and support of trustees, funders, local and national policy makers, and other leaders seeking to both contribute to and learn from its thought leadership. As of July 2022, CTN will come under CEI as a project “Powered by CEI,” shifting from what has been a purely volunteer effort – external to CEI but with CEI acting as its fiscal agent – to a conditional 18-month partnership structure with dedicated leadership and staff. Given notable early accomplishments, we anticipate greater impact as well as greater stability and longevity through this model. This Director position is a unique opportunity for a thoughtful and dynamic leader to kick-start and guide this next phase of CTN’s growth and development, including determining the best future relationship for CTN and CEI.

Of note, this role has flexibility to be scoped as a part-time, .5FTE position, that is fully committed to CTN, or as a full-time, 1.0FTE position, that also leads additional CEI projects, depending on the candidate’s skills. For instance, we are particularly interested to expand the position to include additional CEI opportunities if the candidate has experience in secondary concurrent enrollment policies and practices or K-12 partnerships with postsecondary and workforce.

The ideal candidate for this role can demonstrate successful outcomes from leading and building collective action and advocacy among key stakeholders. The candidate should be skilled at high-quality project leadership and management, with a background in education policy, developing strong relationships, and strategic communications. Additionally, this candidate must be comfortable engaging at all levels of project execution to ensure success.

The candidate is excited to join a team grounded in the CEI mindsets: dream big, act small, and pivot quickly; constant learning and adaptation; flexible, nimble, and purposeful; and partnership and service orientation. In addition to the qualifications described throughout this position announcement, the candidate will exhibit belief in and comfort with the [CEI Design Commitments](#), including diversity, equity, and inclusion; youth activation; relevant learning; social emotional development; family and community partnership; and leadership and change management. This is a new position and will report to the Vice President of Strategy.

## About Colorado Trustee Network

[CTN](#) was launched in 2021 by a founding committee of trustees representing every public university in Colorado. CTN is predicated on the premise that board members of Colorado’s public universities value and prioritize higher education, and that shared goals and interest areas exist that can benefit from a unified “trustee voice” that transcends individual universities. CTN believes there is collective power in aligning trustees as advocates – not solely for the institutions they govern, but for the whole of public postsecondary education – around the needs of the state’s talent pool.

CTN facilitates four core activities to accelerate its policy and advocacy objectives, including:

- Building trustee capacity to become more effective trustees;
- Educating trustees about innovative policy initiatives;
- Advocating on key issues facing postsecondary education; and
- Networking trustees to share best practices around governance.

Colorado is seeing significant policy activity positioned to accelerate transformational change for Colorado’s higher education system. In this context, CTN will host multiple convenings throughout 2022 and 2023 to support learning and networking among learners and trustees, including joint K-12 and higher education events spotlighting innovative

practices from the field; focused advocacy facilitation; and tapping national and local policy experts to highlight best practice and drive state and local policy implementation focused on improving economic mobility for learners and decreasing costs and other barriers of success. This position will lead and support efforts to accelerate progress toward these goals and will facilitate a strategic process to evaluate CTN's impact and operating structure long-term.

## About Colorado Education Initiative

CEI is at the forefront of improvement, innovation, and change in Colorado's public education system. CEI is a statewide nonprofit that invests time, expertise, and dollars in K-12 public education. For 15 years, CEI has worked with educators as an inspired and supportive partner on the ground in over 150 urban, suburban, and rural school districts.

CEI works as an implementation expert, innovation thought leader, and statewide convener in public education. Our mission is to accelerate improvement and innovation in Colorado schools. Our vision is a future in which every student in Colorado is prepared and unafraid to succeed in school, work, and life, and ready to take on the challenges of today, tomorrow, and beyond. We currently partner deeply in over 60 Colorado school districts and have limited work in other states in the region. In addition to our field implementation work, we engage in important policy and innovation agendas in Colorado. Our success is driven by a passionate team of diverse individuals who truly enjoy working together.

Of note, we are committed to prioritizing diversity, equity, and inclusion in the work we support across Colorado. We seek to identify and embed equity-seeking practices in our culture and talent systems and have made a focused set of investments in the related professional development of our team. We believe our work demands this because of the historic and current experiences in the school systems in which we operate and because we believe the outcomes we seek for students require the prioritization of equity. In all roles, we welcome candidates who are eager to participate in and contribute to this work and whose lived experiences deepen our perspectives on the education system.

## Responsibilities

### Stakeholder Engagement and Facilitation

- Develop strong relationships with and among trustees of Colorado's public colleges and universities, as well as other key leaders in Colorado's postsecondary ecosystem (e.g., university presidents, Governor's office, Colorado Commission on Higher Education, etc.); expand and maintain engagement in CTN's activities and value proposition
- Design, plan, and facilitate in-person and virtual learning and networking events with trustees, learners, local and national experts, and other key stakeholders to build community, knowledge, and shared advocacy toward CTN goals

### Postsecondary Strategy and Thought Leadership

- Analyze local and national activity in postsecondary policy, innovation, and best practices to deepen CTN's strategic plan and increase individual and collective Institution of Higher Education (IHE) policy focused on closing persistent equity gaps, aligning postsecondary education to workforce, and increasing postsecondary funding and resources
- Build and execute an advocacy approach to advance strategic goals, leveraging trustees to affect policy change
- Partner with data, research, and communication efforts to advance narrative change that promotes updated mindsets and behaviors by IHE leaders about what's possible in postsecondary learning and for who
- Develop communications content and vehicles to build awareness and engagement, including through targeted use of CTN's listserv, proactive thought leadership in local and national media, and development of policy guidance and other resources for IHEs working to develop and implement policy aligned to CTN goals

### Program Leadership and Evaluation

- Lead the design, management, and growth of CTN activities aligned to strategic impact and operating indicators
- Pursue and develop funding opportunities to support this work, including through leveraging grants, policy programs, and fee-for-service-contracts

- Facilitate CTN’s governance structures, including a joint CEI-CTN advisory board, in collaboration with CEI’s President and CEO
- Collaborate with CEI’s implementation team to cultivate partnerships focused on blurring the lines between K-12, postsecondary, and workforce systems

## Qualifications

A successful candidate will have a proven track record as a leader with at least five years of experience working to support equity and innovation in education policy and advocacy. They will know how to work across organizations to build relationships, develop collaborative work products, and ultimately be responsible for the outcomes. They will have skill and experience in working with diverse groups of people, coaching across lines of difference, and empowering local leaders to create change. They will be a strong facilitator in both in-person and virtual contexts and have a working knowledge of adult learning techniques. They will have a record of working relentlessly and with humility to serve partners and teams to which they are accountable. They will be organized, detail-oriented, an outstanding verbal and written communicator, and able to manage multiple projects simultaneously. The person in this role must be available and willing to travel as needed, approximately 25% of working days during certain times.

## Competencies

This position requires content knowledge of policy, practice, and politics in education, workforce alignment, and/or pathways in Colorado and an appreciation of the national landscape on these topics; strategic communications and relationship building skills; strong project design and project management skills; facilitation, interpersonal communication, and collaboration skills; and the ability to anticipate and take initiative to predict and solve problems.

## Compensation

- Part- or full-time position, depending on the candidate’s skills and interest
- Annual salary commensurate with experience in a range of \$90,000-\$100,000 for full-time equivalent; \$45,000-\$50,000 for .5FTE
- Competitive benefits package
- Hybrid work environment including some flexible scheduling and work-from-home options
- Role is based in Denver, but if you live elsewhere in Colorado, we’d love to talk with you

## To Apply

Please send a resume and cover letter to [jobs@coloradoedinitiative.org](mailto:jobs@coloradoedinitiative.org). Applicants should indicate the position in the subject line of the email. The first round of applications will be reviewed starting August 24 and the position will be filled as soon as a qualified candidate is identified. No phone calls, please.

*CEI is an equal opportunity employer that values diversity in the workplace. CEI strives to be an inclusive organization, and as such takes affirmative action to ensure that discrimination does not occur against an employee or applicant on the basis of race, creed, color, age, sex, national origin, marital status, sexual identity, sexual orientation, religious or political affiliation, disability or any other classification considered discriminatory under applicable law.*