



MENTAL HEALTH COLORADO

Leadership Opportunity

Mental Health Colorado is the state's leading advocate for the prevention and treatment of mental health and substance use disorders. We are a nonprofit, nonpartisan organization and an affiliate of Mental Health America.

The Board of Mental Health Colorado currently seeks a new **President and CEO** to take overall responsibility for the organization's consistent achievement of its mission and financial objectives.

Mental Health Colorado advocates for the more than one million Coloradans who experience a mental health or substance use disorder each year. We engage policymakers, providers, the public, and the press to promote early intervention, expand access to affordable services, and eradicate stigma and discrimination. Our efforts range from the Capitol to the classroom.

Mental Health Colorado works with state lawmakers, state and local agencies, and mental health providers – among other stakeholders – to remove barriers to care. Our aim: to make Colorado a national leader in the prevention, diagnosis, and treatment of mental health and substance use disorders. Our policy leadership has won national recognition. We helped secure the passage of landmark legislation requiring mental health parity, the development of a statewide crisis response system, and the formation of a 24/7 counseling and support service.

The Board and staff of Mental Health Colorado have identified these as our top areas of focus for the next few years:

1. Increased availability of and access to mental health and substance abuse services and care for all Coloradans.
2. Reduced number of deaths from drug, alcohol, and suicide in Colorado.
3. Ensure that existing and new laws of mental health parity are enforced and implemented.
4. Expanded capacities for mental health and substance use disorder services for across the continuum of care.
5. A focus on health equity, particularly for racial, ethnic and gender minority populations in Colorado.
6. Women receive mental health and substance use disorder services during and after pregnancy.
7. The decriminalization of mental health and substance use disorders and reduction of the stigma associated with mental health and substance use disorders.
8. Advocate for the integration and coordination of physical and mental health.



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Opportunity for Impact

The incoming President and CEO will have responsibility for directing efforts in these priority areas and for leading Mental Health Colorado's impact by:

Leading innovative, inclusive collaborations to drive policy change:

- Serve as a consensus builder between the provider and advocacy communities and working actively with representatives in both legislative and executive branches of government to define and implement effective mental health public policy.
- Develop a health equity perspective to drive policy efforts.
- Continue the expansion of public education programs and stigma elimination strategies.
- Identify opportunities for increased local and regional support and support the mobilization of local advocates and thought leaders.
- Communicate the needs of the mental health and substance use community regularly, clearly, and comprehensively throughout the state.

Continuing to strengthen the capabilities of the organization:

- Build long-term financial sustainability for the organization through existing and innovative fundraising strategies and the exploration and implementation of earned income revenue streams.
- Develop our highly talented and committed staff to deliver optimal results and to achieve their personal career development goals.
- Enhance a work culture that values empowerment, autonomy, accountability, inclusion, and equity.
- Enhance the partnership between the Mental Health Colorado board and continue to strengthen its effective representation of different stakeholders, diverse constituents, and geographic regions.
- Position Mental Health Colorado for the effective development of its next strategic plan and the fulfillment of its mission and vision.

President and CEO Responsibilities

The President and CEO is accountable to the agency's Board of Directors. The President and CEO serves as the chief executive officer of Mental Health Colorado and manages through delegation all advocacy, education, revenue generation, operations, and outreach functions.

The President and CEO serves as the primary spokesperson for the agency, builds coalitions with partners to achieve strategic objectives, develops a long-term strategy for sustainable funding, maintains long term relationships with primary funders, identifies public policy opportunities, partners with the Board in setting strategic direction, and develops an inclusive, empowered staff.



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Qualifications

The President and CEO is a visionary, strategic, innovative, collaborative bold leader. The President and CEO is passionate about Mental Health Colorado's work and mental health issues and has a proven track record of delivering results including the effective implementation of strategic plans and visions.

The President and CEO has experience in leading mission-oriented organizations, is credible and knowledgeable about developing public policy, knows how to be a compelling, effective spokesperson for an organization, and has good experience in overseeing operations and measuring results.

Specifically, candidates for the President and CEO role must have:

Leadership Experience

- Minimum of 7 years in executive management positions, preferably with leadership experience in nonprofit organizations
- Ability to nurture non-traditional partnerships to generate revenue, to develop effective policy recommendations, and to further the mission of Mental Health Colorado
- Proven track record of partnering with a governing board and inspiring staff, volunteers, and board members to do their best work on a regular basis
- Strong commitment to racial equity, diversity and inclusion

Policy & Outreach Experience

- Experience in collaborating with others to develop and implement effective public policy; direct experience in working with elected officials preferred
- Outstanding verbal and written communication skills; experience in working with media representatives highly preferred; proven strong public speaking skills in a wide variety of forums and with different audiences
- Is credible with representatives of political parties across the political spectrum and has proven ability to work in a nonpartisan fashion
- Familiar with effective marketing and public relations techniques to advance the goals of an organization

Health Experience

- Working knowledge of and experience with mental health and substance use prevention and recovery issues
- Knowledge of complex health systems would be highly valuable
- Knowledge and proven track record addressing and incorporating a health equity framework



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Operations & Revenue Generation Experience

- Track record of philanthropic fundraising and proven ability to build long term relationships with donors; is enthusiastic about cultivating and stewarding financial supporters
- Demonstrated history of managing and mentoring experienced staff members, helping them develop their careers, and in building inclusive teams
- Experience in using program evaluation techniques or other forms of measuring results or impact; has experience in translating results to show impact of policy efforts and other interventions
- Savvy regarding the use of standard office technical tools; willingness to jump in when needed to support operations

Other Requirements

- Bachelor's degree required; graduate degree preferred
- Demonstrated fluency in Spanish preferred
- Willingness to live in the Denver metro area and travel across the state of Colorado as needed; some knowledge of the state and its different regions highly preferred

Additionally, qualified candidates for this leadership position will exhibit these personal qualities:

- Personable, engaging, optimistic
- Collaborative, bridge builder, connector
- Visionary yet pragmatic
- Action-oriented
- Flexible and knows how to react to opportunities when they arise
- Genuine, authentic, transparent
- Has good listening and decision-making skills, curious, is open to ideas of others, and has learning mindset

Ready to Apply?

To apply for this position, please send your resume, cover letter, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at Carolyn.McCormick@peakhrconsulting.com. All applications are to be submitted via email. To learn more about the responsibilities of this position and the important, innovative work of Mental Health Colorado, please visit our website at www.mentalhealthcolorado.org/careers.

Mental Health Colorado is an equal opportunity employer. It is Mental Health Colorado's policy to recruit, hire, and promote people in all job classifications without regard to race, color, gender, age, religion, national origin, disability, veteran status, marital status, or sexual orientation.