



President/CEO

The Bell Policy Center, a non-partisan research and advocacy organization, is searching for its next President/CEO.

WHAT WE DO

Since 2000, The Bell Policy Center (the Bell) has worked to advance economic mobility for every Coloradan. Through policy research, outreach, communications, and advocacy, the Bell works to ignite conversations that inspire communities and their leaders to transform Colorado into a state where everyone thrives. Based in progressive values, the Bell's research and advocacy cover a range of issues, including Colorado's caring economy, housing, education, the state budget, and issues affecting working families.

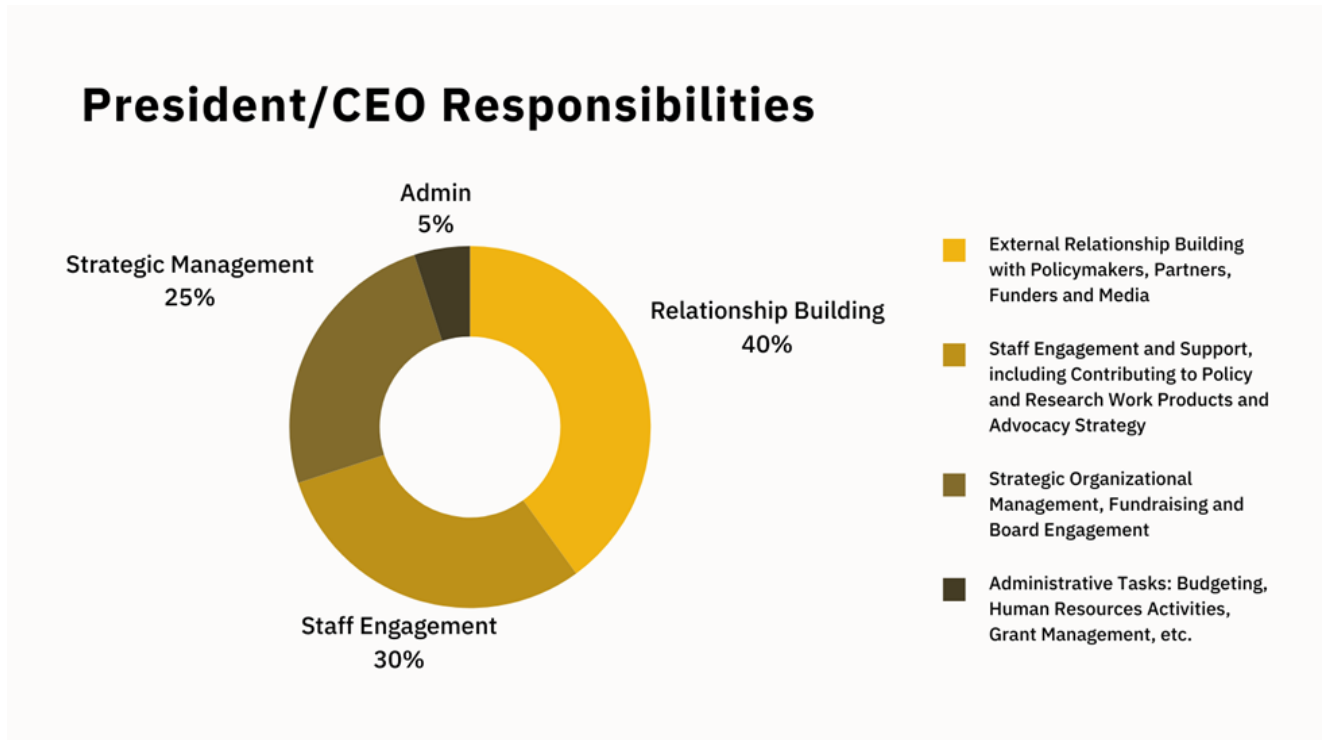
The Bell Policy Center is a non-partisan 501(c)(3) non-profit organization with a 501(c)(4) affiliate, the Bell Action Network. The Bell has a staff of nine and an annual operating budget of about \$1.5 million. Read / watch more about [the Bell's work here](#).

THE OPPORTUNITY

Over the past several years, under the thoughtful leadership of its outgoing President, the Bell has grown in both size and impact - expanding from its origins as a policy think tank into a leading advocacy and research organization focused on economic mobility for all Coloradans.

As part of a thoughtful and planned transition from its current President, the Bell is currently seeking a new leader to continue this positive momentum and take the organization to its next level of impact. Given the challenging political climate in which we all live, the Bell's new leader will need to be strategic, creative and forward-thinking about partnerships, policy, advocacy, funding, and operations - envisioning a future different from where we are today while holding the responsibility for the steps to achieve that vision.

WHAT YOU WILL BE DOING



- Lead the conceptualization, development, implementation, and evolution of strategic plans to advance the Bell's mission.
- Help shape the economic mobility agenda for the State of Colorado by engaging with allies inside and outside of government who share the Bell's vision of expanding opportunity and increasing economic mobility.
- Serve as the face of the organization, providing visible leadership both internally and externally.
- Oversee and manage policy and advocacy activities, including identifying policy direction and policy advocacy strategies and tactics through state (and possibly local) legislation, regulation, ballot and/or legal channels.
- Identify and develop strategies to strengthen relationships with policymakers, coalition partners, funders, media/reporters, and other community leaders to further the Bell's goals.
- Oversee and manage research activities to ensure that policy agendas, decisions, and publications are based on qualitative and quantitative data and high-quality, community-engaged research.
- In collaboration with the Executive Committee and the Chair of the Board of Directors, drive the Board of Directors' activities to achieve the organization's strategic goals and ensure fidelity to mission and organizational sustainability.
- Oversee and lead all aspects of operating a financially and operationally sound, transparent, and diverse organization – including the development and execution of sustainable operating budgets; managing, retaining and recruiting high quality, diverse staff; ensuring compliance with all applicable laws and regulations, including those governing advocacy and policy

organizations operating in the charitable world.

- Lead the organization's fundraising strategy, ensuring that the Bell has sufficient financial resources to carry out its work.

WHAT YOU WILL BRING TO OUR ORGANIZATION

- Seven-plus years of experience developing, writing, advocating for, and analyzing effective public policy on the local, state, and federal levels, with strong experience in Colorado and knowledge of the state's economic mobility, funding, and tax landscape.
- Five-plus years of leadership experience working in strategy, organizational governance, and financial leadership, including experience working with a Board of Directors, preferably in the non-profit or public sectors.
- Strong commitment to diversity, equity, and inclusion throughout the ecosystem of policy and advocacy - from the workplace to the work we do.
- Experience building, developing, leading, and mentoring a team of professionals.
- Experience with fundraising, including strategizing, planning, and building donor efforts.
- Experience working with a non-profit as a staff member or member of the Board of Directors is strongly preferred; or any equivalent combination of experience, lived experience, and/or special skills.
- Proven track record of setting a positive, inclusive, aspirational and goal-oriented foundational culture for organizations.

THE SUCCESSFUL CANDIDATE:

- Has a vision for the Bell and its place in the Colorado policy/advocacy world.
- Brings deep commitment to and passion for the Bell's values and mission, as well as a practical, pragmatic approach to making meaningful policy change.
- Has a deep appreciation for the importance of policy research and how it can contribute to the policy landscape and achievement of the Bell's mission.
- Possesses strategic written and oral communication skills and has the ability to communicate professionally and persuasively to a wide range of audiences.
- Is adaptable in producing and meeting deadlines in a fast-paced, changing environment.
- Has a proven ability to lead and develop a diverse team and work with a broad range of stakeholders, including elected policymakers, in an effective, respectful, and collegial manner.
- Has outstanding negotiation and partnership-building skills.
- Displays excellent judgment, handles sensitive information appropriately, and navigates politically-charged situations with professionalism, diplomacy, and respect.
- Is known as a collaborator, problem solver, and leader in developing and executing new policy strategies.

THE ADMINISTRATIVE DETAILS

The annual base salary for this position is \$160,000.

This position is based in Colorado, and significant in-person work at the Bell's offices and with stakeholders and partners in Denver and Colorado will be required. Hybrid work arrangements within Colorado will be considered.

The President/CEO works for both the Bell Policy Center and its affiliate the Bell Action Network, though the vast majority of work is for the Bell Policy Center.

Benefits include health, dental, and vision insurance (70% paid by employer); life and disability insurance (100% paid by employer); a 401k retirement program with a match after three months of service; and a flexible work schedule, in addition to paid vacation, sick leave, holidays, and family and medical leave.

HOW TO APPLY

Interested applicants should submit a resume and cover letter summarizing their qualifications and interest to bell.ceo.search@gmail.com. **We encourage candidates to apply prior to February 21, 2024**, though applications will be considered on a rolling basis until the position is filled. The goal is to have our new CEO on board in May 2024.

The Bell Policy Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, veteran status or other legally protected characteristics. In addition to federal law requirements, the Bell Policy Center complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

The Bell Policy Center will not discriminate or retaliate against applicants for failing to disclose wage rate history in accordance with applicable law.