

# Executive Director

HOPE — Homeless Outreach Providing Encouragement

At HOPE, we believe every person in our community deserves to be valued and to live with dignity and freedom. We are seeking a mission-driven Executive Director to lead our organization through its next chapter — stabilizing operations, diversifying funding, and deepening our impact with Boulder County's unhoused population.

## ***About the role***

The Executive Director serves as HOPE's chief executive and strategic leader, partnering closely with the Board of Directors to set direction, ensure financial strength, and champion organizational effectiveness. You'll directly manage our co-Directors of Outreach, case managers, and Shelter Director in a lean, fast-moving environment where decisive leadership and genuine care for people go hand in hand.

## ***Key responsibilities***

**Financial leadership** — Diversify revenue away from government dependency through individual giving, corporate partnerships, and grants while maintaining existing public funder relationships.

**People & culture** — Stabilize and support a high-functioning team through strong management, leadership development, and a values-driven organizational culture.

**Program oversight** — Provide strategic direction across outreach, shelter, case management, and volunteer programs, ensuring community needs and organizational capacity stay in alignment.

**Advocacy & partnerships** — Represent HOPE externally, build cross-sector relationships, and advocate for policy change benefiting unhoused individuals at the local and state level.

## ***Who we're looking for***

You bring 5+ years of senior nonprofit leadership experience, ideally as an Executive Director or equivalent in an organization with a budget of \$1.5M or more. You're a builder — of teams, systems, and coalitions — and you lead with both accountability and compassion.

Experience working with unhoused populations, trauma-informed care, and knowledge of Boulder County's nonprofit ecosystem are a strong plus. A demonstrated commitment to justice, equity, diversity, and inclusion is essential.

Compensation for this position is \$100,000 – \$120,000, based on experience.

To apply, please email your resume and cover letter to [Hope@CJH-consulting.com](mailto:Hope@CJH-consulting.com)