Big Brothers Big Sisters OF COLORADO

For Immediate Hire

DIRECTOR OF MENTOR PLUS

All potential candidates must respond with a resume and a customized cover letter. *Applications without a cover letter will not be considered.* Applications will be accepted until filled. Candidates can apply at https://biglittlecolorado.bamboohr.com/careers/31.

BIG BROTHERS BIG SISTERS OF COLORADO MISSION

The mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. By partnering with youth mentees, parents/guardians, volunteers, local communities, and caring philanthropists we are accountable for each child in our program achieving:

- Higher aspirations, greater confidence, and better relationships
- Avoidance of risky behaviors
- Educational Success

ABOUT BIG BROTHERS BIG SISTERS OF COLORADO

Since 1918, Big Brothers Big Sisters of Colorado (BBBSC) has operated under the belief that inherent in every child is incredible potential. As part of the nation's largest donor- and volunteer-supported mentoring network, Big Brothers Big Sisters of Colorado makes meaningful, monitored matches between adult volunteers ("Bigs") and children ("Littles"), ages nine through young adulthood in Colorado. We develop positive relationships that have a direct and lasting effect on the lives of young people.

BBBSC serves youth through a portfolio of mentoring programs.

- **Community-based** is a traditional mentoring program. Mentee/mentor matches determine activities of mutual interest and meet two to four times per month.
- **Sports Buddies** is an innovative mentoring program started by BBBSC in 2000. Mentee/mentor matches meet one to two times per month for sports-based activities that are planned, scheduled, and overseen by BBBSC staff.
- **Big Futures Program** is a career and college readiness mentorship program that evolved out of the mentor2.0 program. In Big Futures, youth 13 years and older will receive support through a three pillars framework (life plan, life skills, and life connections) and an evidence-based curriculum.
- **Project AIM Program** (Adult Identity Mentoring) is an evidence-based program designed to reduce risk behaviors among middle school age youth starting at age 11. Through Project AIM, youth are encouraged through self-exploration and skill-building activities to imagine a positive future for themselves, set future goals, and consider potential barriers, negative influences, and risky behaviors that can be a barrier to successful adulthood.
- **STARS Peer Mentoring Program** (Students Teaching About Relationships and Success) is an evidence-informed, cross-age, peer-to-peer mentoring program. Based in-schools, the curriculum matches youth ages 11 to 18 in high school with a group of 3-4 peers who are at least two years (or two grade levels) younger.

OVERVIEW

Reporting to the Vice President of Programs the Director of Mentor Plus will oversee the day-to-day operations, development, planning, and implementation of all Mentor plus programs. The Mentor Plus umbrella of programs includes STARS (Students Teaching About Relationships and Success), Project AIM (Adult Identity Mentoring), and Big Futures a Career & Readiness mentoring program which have been developed in concert with the organization's vision, mission, and strategic plan.

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This position is responsible for the overall quality and capacity building of Mentor Plus direct services through an ongoing process of program and staff development, supervision, support, training, feedback, and evaluation of service staff. This will be done with fidelity to Big Brother Big Sister of America (BBBSA) standards and BBBSC policies and best practices.

RESPONSIBILITIES

- Oversee and implement all programming under the Mentor Plus umbrella of services.
- Ensure that the agency is in compliance with BBBSA national standards and other expectations as outlined in grant and other funding requirements.
- Manage organizational effectiveness, using evidence-based data from both internal program evaluation and external research and evaluation efforts.
- Own responsibility for overall quality assurance of the program by ensuring that each department is performing in line with quality standards as outlined both locally and by BBBSA.
- Ensures that all aspects of BBBSA standards are being followed/implemented.
- Responsible to build and strengthen school relationships & partnerships.
- Responsible for the growth of Mentor Plus umbrella programs and ensuring that the quality of our offerings is always serving our families first.
- Actively participate in national or other professional committees as relevant to the success of the agency, the BBBS network, and the field of mentoring.
- Provide and promote the full participation of staff in department activities and provide a sense of teamwork with other departments of the organization.
- Supervises a team of six

QUALIFICATIONS

- Love for Mentorship on all levels.
- Creative Spirit. Able to develop and drive ideas from conception to goal.
- Minimum Education BA – (Preferred Focus - Recreation, Program, and or Non-profit management, policy, social work, human services).
- 10+ years of youth experience ranging from direct line, coordinating, managing & directing (specifically serving families/youth who live in underserved communities).
- Minimum of seven (7) years creating and developing successful programs for underserved communities (Culturally aware).
- Minimum of seven (7) years of non-profit experience.
- Minimum of five (5) years running/facilitating mentorship services.
- Proven track record with kick-start programs.
- Seven (7) or more years supervising & training medium to large size teams.
- Strong organizational and time management skills, ability to execute results and prioritize.
- Excellent written, communication, including presentation skills are required.
- Exceptional relationship skills.
- Skilled leader and manager, able to negotiate personalities and coach people toward goals.
- Team-oriented, capable of working with a wide range of people to achieve team goals.

COMPENSATION

Our goal is to make all aspects of working with us transparent. That includes our offer process. When we have identified talent that is a good fit for BBBSC, we work hard to present an equitable and fair offer. We look at your knowledge, skills,

and experience along with your compensation expectations and align that with our company equity processes to determine our offer ranges.

We value and want to support our team members, and are proud to offer a comprehensive compensation package that includes the following:

- Salary range for this exempt position is **$69,000 to $73,000** dependent on experience.
- Excellent benefits including company paid medical, dental, vision, and matching 401k for the employee.
- Many other work-life balance benefits.

COMMITMENT TO JEDI

We are committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We - BBBSC staff and board - are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs and services.

At BBBSC, Justice, Equity, Diversity, and Inclusion (JEDI) is an integral part of our values and mission. We recognize, affirm, and celebrate the diverse backgrounds, lives, and experiences of all our stakeholders, including youth, families, donors, volunteers, and staff. We ensure the opportunity for all voices and perspectives to be heard and honored. In the workplace, we foster an environment where all people can be their best selves. We affirm that every person [regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, gender expression, ideology, income, national origin, race or sexual orientation, marital or veteran status] has the opportunity to reach their full potential. We strive to realize the full potential that is within all of us by ensuring that all voices and perspectives are heard and honored.

For more information about Big Brothers Big Sisters of Colorado, visit our website at www.biglittlecolorado.org.

Equal Opportunity Employer: Minority-BIPOC/Female/Veteran/Disability (Individuals with a disability who need accommodation to apply please contact us at hr@biglittlecolorado.org.)

No calls or emails from third parties at this time, please.