
POSITION: President and Chief Operating Officer
REPORTS TO: Chief Executive Officer
LOCATION: Denver, Colorado

Up with People (UWP) is an established nonprofit organization with a vision to expand its outreach and impact through a 5 year strategic transformation and growth plan. The newly created position of President & Chief Operating Officer is an incredible opportunity for the right person to lead a high potential, high impact educational program with community focus and global outreach. The Board of Directors and CEO are looking for a positive, energetic leader to help implement our business plan of reaching thousands of young people, ages 8 - 28 through three different programs, all with life-long impact to the participants and their communities. This is an exciting opportunity to work with an experienced management team, an engaged board, and an international alumni network 22,000 strong to take a one-of-a-kind international, educational organization to the next level.

Key Responsibilities of the Role

1. In partnership with the CEO and other senior staff provide leadership and vision for the organization and promote Up with People's mission and goals. Lead the development of a clear strategic business plan for the organization.
2. Lead and motivate the management team to build and foster a high performing staff with a growth mindset.
3. Directly oversee and lead all aspects of our daily operation, including Programs, Regional Offices, Tour Sales, Marketing, Finance, Admissions, and Show Development, while supporting the efforts of the CEO and the Board of Directors as they focus on Organizational Advancement and Fund Raising.
4. Maintain and build upon an organizational culture that is consistent with Up with People's mission, promotes integrity and ethical values, encourages staff development and accountability, and supports the achievement of strategic and operational objectives.
5. Spearhead the development, communication and implementation of effective internal systems and processes and external strategies in sales, marketing and admissions, to achieve the integration and growth of all programs as envisioned by the strategic plan.
6. In collaboration with the CEO and EVP/CFO, develop a comprehensive annual plan and budget inclusive of goals and accountabilities for performance and growth.
7. Oversee the execution of the annual plan, evaluate performance and adapt strategies and tactics to ensure achievement of goals and profitable financial performance.

Key Qualifications and Skills

- Strategic vision and agility – think strategically, identify changing external realities and adapt the organizational plan in a timely basis
- Enhance corporate culture – build teamwork and trust through employee engagement and professional development
- Results driven – high level of business accountability and ability to balance the delivery of programs against the realities of budget
- Solid understanding of Marketing and Sales and/or Student Admissions strategies
- Effective communicator – written, oral and interpersonal
- Emotional intelligence – works to understand and connect with colleagues and external constituents
- Infectious positive spirit and a growth mindset

- Bias for action – enjoys working to overcome challenges; not afraid to lead and take unpopular stands when necessary
- Minimum of 10 years' experience in management of nonprofit or for-profit business preferably with some focus on sales and marketing.

Job Location: Denver, Colorado

Competitive Compensation and Benefits Package, including Relocation Assistance

Please send CV or Resume and Cover Letter describing your interest to:

**Cris Aboussie
HR Solutions, LLC
caboussie@hrscolorado.com**

Up with People is an Equal Opportunity Employer.