

About Colorado Succeeds

Colorado Succeeds is a nonpartisan network of business leaders representing companies of different sizes, sectors, and locations from across Colorado who have come together to ensure that all Colorado students are educated to their greatest potential and all Colorado businesses have the homegrown talent they need to thrive. Together, we are leading the way in the agile education movement, ensuring that today's students develop real world skills, have access to growth and development opportunities, and learn how to learn.

Colorado Succeeds believes education systems should respond to the diverse needs of learners as well as the dynamic skills changes occurring in the world around us. By focusing on outcomes and not inputs, we can equip all learners with the skills they will need to solve problems that have yet to be identified. Colorado Succeeds' members are business and community leaders who have united to change outcomes for kids, support in bringing more relevance to schools, and shape the future of Colorado's workforce. Our members have committed their networks and resources to help deliver on this mission through our strategic priorities: policy, practice, and philanthropy.

Vision: *All of Colorado's children are educated to their greatest potential, and all of Colorado's businesses have the talented and innovative homegrown workforce they need to thrive.*

Mission: *To apply our business expertise, influence, and capital to improve Colorado's schools.*

Equity Rationale: *Colorado Succeeds is committed to Justice, Equity, Diversity, and Inclusion as its core motivator, strategy, and value. Systemic inequities in education have for too long determined the type and quality of educational opportunities students can access and experience, and the Colorado Paradox is still very much a reality. While more than half of the state's residents have a postsecondary degree, only 22% graduated from Colorado's K-12 public schools. According to the Colorado Talent Pipeline Report, 97% of CO's top in-demand jobs require some level of formal postsecondary education or training, and only about 1 in 5 high school graduates obtain that type of credential.*

Through strategies in policy, practice, and philanthropy that center students and families who face systemic inequities, Colorado Succeeds works to remove barriers to ensure equity in accessing experiences, opportunities, and resources they need to reach their greatest potential. Colorado Succeeds is committed to engaging the perspectives of diverse communities to learn, understand, and form the basis of our future actions. Succeeds is committed to finding ways to ensure these education stakeholders and their ideas are at the table, co-creating, supporting, and leading efforts that are best for Colorado's students and families.

Colorado Succeeds holds itself to continuous improvement, including advancing equitable policy agendas, more visibly and consistently sharing its commitment to equity, centering equity in decision-making and strategy development, and clearly defining and demonstrating progress towards equity outcomes.

Core Values:

- **Collaborative** – *We build trusting relationships with our colleagues, investors, partners, and community members by listening, learning, and supporting one another. Together, we are stronger and can contribute more.*
- **Leadership** – *We take responsibility for finding the potential in all people, processes, and systems, and we have the courage to develop that potential, even when it may be difficult or uncomfortable.*
- **Entrepreneurial** – *We are motivated to innovate; create and test new solutions; and challenge the status quo in pursuit of transformational results. We work to see around the corner and take the initiative to act before others do. We can act and react as necessary, even when limited information is available.*

- **Accountable** – We accept responsibility for our actions, words, attitudes, and impact. We own our commitments, mistakes, and continuous improvement.
- **Relentless** – We are determined to make the most of every moment. We have a bias towards action and a sense of urgency to achieve our goals. We are tenacious, tireless, and never discouraged in the pursuit of impact for all learners.

Opportunity

This position offers the successful candidate an opportunity to have a profound impact on the direction of statewide education policy. The Government Affairs Senior Manager serves as a key collaborator with the Vice President of Government Affairs in developing and executing the policy agenda. In coordination with the Vice President, this role will help to inform strategies shared with the Colorado Succeeds' leadership team. The leadership team works collaboratively with the President and the Board of Directors to set the overall organizational agenda. This position reports to the Vice President of Government Affairs. The roles and responsibilities of the position include:

Roles & Responsibilities

- Support the development and implementation of the Colorado Succeeds' policy initiatives and advocacy strategy
- Review current and proposed laws and regulations and analyze the potential alignment with Colorado Succeeds core principles and priorities
- Provide testimony, public statements, and presentations on education policy issues to the State Legislature, State Board of Education, business leaders, and other education partners and stakeholders
- Develop and maintain professional relationships with leaders in the legislature, state Department of Education, State Board of Education, Governor's office, and other key stakeholders and advocacy partners
- Work collaboratively with the Colorado Succeeds communications and membership teams to educate and engage Colorado Succeeds members in our priorities
- Engage, develop, and support partnerships with government agencies, school districts, schools, and community coalitions to effectively implement policy and advocacy priorities
- Review and synthesize research, emerging trends, effective policy, evidence-based practices, and promising innovations at the international, national, state, district, and school levels to translate data into actionable initiatives
- Serve as a content expert on K-12 education issues, ensuring that Colorado Succeeds is a pre-eminent voice in the statewide discussion of legislation, regulations, and best practices
- Write actionable policy reports, testimonies, blogs, briefing memos, fact sheets, talking points and other substantive communications materials that explain and advocate our priorities

Qualifications

- Strong writing skills including experience with writing short factsheets or policy briefs that summarize difficult information in a concise manner.
- Experience navigating federal or state education policy, including an understanding of the agency rulemaking process.
- Strong communication and interpersonal skills with experience in navigating complex relationships across multiple stakeholders with varied interests.
- Commitment to Colorado Succeeds' mission and goals for improving the education system.
- Experience in Colorado and familiarity with K-12 education policy a plus
- Experience as an effective coalition builder with the ability to connect key stakeholders to accomplish organizational objectives.
- Ability to influence and persuade and sell the Succeeds programmatic agenda to policymakers and members.

- Enjoy working hard and looking for challenges; able to act and react as necessary, even when limited information is available; not afraid to take charge of a situation; can overcome resistance and take unpopular stands when necessary.
- Excellent project management skills, including experience managing multiple large projects at a time: ability to develop strategic goals, set metrics for measuring success, and adjust as needed in the fluid, fast-paced, work managing political change.
- Self-starter who stays well informed on issues/trends in education reform and emerging policy issues.
- Brings a can-do attitude and what-ever-it-takes willingness to achieve goals and support colleagues.
- The ability to critically assess challenges and identify effective solutions.
- At least 5 - 7 years of policy experience, preferably in a policy environment focused on education.

Compensation

Full-time position. Total compensation range: \$65,000 - \$85,000 depending on experience. Competitive benefits package available.

To Apply

Please send a resume and cover letter to Kelly Caufield: kcaufield@coloradosucceeds.org and indicate the position title in the subject line of the email.

Colorado Succeeds is an equal opportunity employer, and in all its governance, operations, and services, prohibits discrimination on the basis of race, color, gender, religion, national origin, age, disability, sexual orientation, gender identity and/or expression, or any other legally protected classes and characteristics. Colorado Succeeds commits to the principles of equal opportunity and places the utmost value on diversity.