Chief Executive Officer Search

Rocky Mountain Youth Corps
Steamboat Springs, Colorado

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The Rocky Mountain Youth Corps, Steamboat Springs, Colorado, Board of Directors, is seeking a highly qualified Chief Executive Officer. The Board wishes to have the successful candidate assume the responsibilities of the position January 22, 2024.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Rocky Mountain youth Corps Board of Directors in identifying and screening the candidates.

Rocky Mountain Youth Corps:
Rocky Mountain Youth Corps is a non-profit organization based in Steamboat Springs, CO that engages over 800 young people annually through four program models: Conservation Corps, Youth Corps, Natural Resource Internships, and Yampa Valley Science School. Programs operate throughout NW Colorado and Wyoming, and into Utah and South Dakota. The Youth Corps and Conservation Corps programs engage youth and young adults in the outdoors by putting them on crews of around 10 members to perform community and environmental service projects, mainly on public lands. Projects include trails, fire fuels mitigation, historic preservation, and parks and campground maintenance. They live and work together for extended time periods in the summer and fall.

The corps programs serve ages 11-25 years. Youth ages 11-13 are volunteers, and they work closer to home. All youth participants ages 14 and up are paid a wage, and over 17 can earn an AmeriCorps Education Award for higher education in addition to their payroll. Young adult crew members aged 18-25 years live and work outdoors 24/7 for a minimum of 11 weeks, and up to 20 weeks.

Ultimately, RMYC prepares youth for a healthy, productive adulthood by instilling independent living skills, job skills, and healthy lifestyles. Corps members leave with increased resilience, self-efficacy, leadership, and problem solving. RMYC is the largest employer of youth in northwest Colorado!

Our Natural Resource Internship Program engages young adults in paid conservation career positions within public land management agencies such as the Bureau of Land Management and the US Forest Service. Interns also receive AmeriCorps Education Awards. Many of our interns go on to pursue lifelong careers in natural resource management.

Finally, our Yampa Valley Science School program brings every 6th grader from Routt County to a camp each fall during school for 4 days and one overnight to engage in a science curriculum through hands-on, experiential lesson activities. The students leave with greater excitement for learning about science and more prepared for school.
Location:
RMYC's service region is primarily the ten rural counties of northwest Colorado: Routt, Moffat, Rio Blanco, Garfield, Pitkin, Eagle, Lake, Summit, Grand, and Jackson. However, RMYC crews and interns travel as far as Wyoming, Utah and South Dakota for some projects. The RMYC campus is located on the northwest edge of Steamboat Springs in Routt County. All offices are at this location. Best known for its ski resort, Steamboat Springs is unique in that there is a diverse and vibrant community that appeals to visiting outdoor enthusiasts. Unlike many other ski resort towns in Colorado, Steamboat Springs is a true western town that embraces the historical agricultural and mining cultures while maintaining a variety of recreational activities. The mighty Yampa River that originates in south Routt County and flows through downtown is the only wild river tributary to the Colorado River. The Yampa provides premier fishing, rafting, kayaking, tubing, and other river sports. The landscape surrounding Steamboat Springs includes gentle rolling hills as well as steep, Rocky Mountains. The Zirkel Wilderness Area lies just 20 miles north of town with numerous points of access. Natural hot springs, hunting, camping, hiking, skiing, and boating are just a few of the favorite activities of residents and visitors. Steamboat Springs lies about 110 miles northwest of Denver at 6,732’ of elevation with a population of just over 13,000-year-round residents who were lucky enough to be “bitten by the Yampa Valley curse”!

The Qualifications
The candidate must have five years of experience managing a medium-sized nonprofit organization, preferably one that focuses on youth development and/or service/conservation corps. The experience should include personnel and board management, fund development and budgeting responsibilities.

LEADERSHIP:
The CEO should be a humble person with integrity; a leader with strong interpersonal skills; a seasoned inspirational leader focused on creating a culture of respect where staff are empowered; a competent compassionate leader who will bring fresh perspectives; a leader who nurtures growth and holds themself and others accountable; a person willing to be flexible and inclusive within the work environment.

VISIONARY:
The CEO should be a creative problem solver who seeks to build support for innovative and strategic thinking; a leader open to new ideas focused on improvement and growth; a passionate leader driven by the mission of the organization.

DEVELOPMENT:
The CEO should be a leader with a passion for fund-raising; a person who has the strategic skills to build a two to three-year marketing plan focused on strengthening partnerships, capturing donors and building a sustainable funding source for Rocky Mountain Youth Corps programs.

COMMUNICATOR:
The CEO should be a leader who speaks and writes at a professional level and uses these skills consistently to communicate with the board of directors, staff and community; a personable
leader who enjoys being with people; a person who is accessible and accountable to everyone in the organization; a person who can guide divergent issues toward solutions with dignity.

FINANCE:
The CEO should be a leader with business acumen who understands nonprofit finances; a leader who empowers staff and holds them accountable; a competent fiscal agent who thrives on transparency.

Compensation:
Salary -$150,000
Benefits – Health, dental, vision, disability, and life insurance. Rocky Mountain Youth Corp pays 100% of employee premiums. Paid time off includes vacation, sickness and holidays. The board offers a 401K retirement plan with a company match (the employee is eligible after 1 year of service).

Search Timeline:
- Closing Date for Applications: **August 21, 2023**
- Selection Committee Selects Finalists: **September 6, 2023**
- Zoom Interviews with Selection Committee: **September 13, 2023**
- Final Interviews with Selection Committee: **October 5, 2023**
- Selection Committee recommends new CEO to board for approval: **October 6, 2023**
- Board approves the committee’s recommendation: **October 12, 2023**
- Start Date: **January 22, 2024**

Contact information:
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Rocky Mountain Youth Corps, Steamboat Springs, Colorado is an Equal Opportunity Employer. The organization does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.