Do you:

- Support building an anti-hunger movement in Colorado?
- Like working as part of a team and developing leadership in others?
- Enjoy building relationships with volunteers and partner agencies?
- Approach your work with an intersectional, anti-oppression lens?
- Thrive in a mission-driven environment where the work you do really matters?

Metro Caring works with our community to meet people’s immediate need for nutritious food while building a movement to sustainably address the root causes of hunger. Metro Caring is the leader and model for food sovereignty and anti-hunger work for Denver and the nation. We believe access to nutritious food is a right, not a privilege. Using a multifaceted approach, Metro Caring is innovative in solving problems related to hunger, with programming offered in Healthy Foods Access, Nutrition Education, and Community Activation.

The Manager of Community Development role is a new, dynamic position within our growing team that will contribute to our vision of an equitable and inclusive local economy using a Community Wealth Building strategy and an Asset Based Community Development approach. Metro Caring is a growth phase organization; the Manager of Community Development must be adaptable and thrive in an environment where change is constant as we co-create our movement alongside our community.

REQUIRED QUALIFICATIONS/SKILLS/ABILITIES

While training and onboarding will be provided, we are interested in applicants who possess the following skills, abilities, and experience:

- At least two years’ experience managing people, initiatives or programs, including setting direction and goals with a team, with a demonstrated ability to develop and empower team and community members
- Highly relational and strong interpersonal communication with diverse community members
- Excited by community wealth building work with a focus on bridging the racial wealth gap
- Understands systemic equity and inclusivity issues as it relates to poverty/hunger and possesses a grounding in systems level solutions needed to tackle these issues
- Highly motivated and a self-starter; able to motivate and inspire others
- Strong interpersonal and intercultural communication skills with diverse community members
• Bilingual Spanish, Arabic, Mandarin, Russian, or Rohingya strongly preferred
• Looking to be a part of a diverse, dedicated, smart, and passionate team
• Nurture community relationships, collect equity-oriented stories, and collect data needed; ensure that Metro Caring plays a value-add role landscape

Note: Research suggests that women and BIPOC individuals may self-select out of opportunities if they don’t meet 100% of the job requirements. We encourage anyone who believes they have the skills and the drive necessary to succeed here to apply for this role.

To apply, please submit a resume and cover letter to job@metrocaring.org with “Metro Caring Manager of Community Development” in the subject line, and title your documents “First Name_Last Name_MCD_Resume” and “First Name_Last Name_MCD_Cover Letter”. Please use your cover letter to communicate why you are excited to work to help build a sustainable anti-hunger movement in Colorado, highlighting any of the above skills, abilities, and experience above that you have. This position will be filled on an ongoing basis. Applications will be accepted until positions are filled; however, priority will be given to those applicants who submit their materials before 5:00 PM MT on August 31, 2022.

Incomplete applications will not be considered.

POSITION TITLE: Metro Caring Manager of Community Development
REPORTING TO: Director of Programs and Impact

LOCATION: The Metro Caring office is located at 1100 E. 18th Ave. Denver, CO 80218. Onboarding and training will take place at the office. This position will be expected to work from our office one or more days per week unless public health and safety guidelines dictate otherwise.

STARTING DATES: To be negotiated. We are committed to finding the right addition to our amazing team.

COMPENSATION: $52,000 - $68,000 full time, exempt, annual salary. Metro Caring offers a fulfilling workplace and comprehensive benefits package, including: joining a diverse, passionate, enthusiastic and collaborative team; 120 hours per year of paid time off; paid sick leave; paid holidays; 401K retirement plan with a 5 percent employer-paid match; and competitive employee health, dental, short-term disability and family leave plans. Metro Caring supports flexible work schedules, offers 2 hours of wellness time per week, and an organizational culture that centers our mission, the pursuit of equity, continuous improvement, and community leadership in all we do.

The Metro Caring Manager of Community Development duties include:

COMMUNITY DEVELOPMENT TEAM LEADERSHIP & CONTINUOUS IMPROVEMENT

• Demonstrate and cultivate positive, values-aligned team culture among staff, volunteers, and larger community
• Strives for continuous improvement within the team by helping staff focus on both their individual responsibilities as well as the team and organization’s overall goals.
• Uses the existing Salesforce data management platform to increase program efficiency, transparency, and collaborative efforts among team members and across the organization.
• Responsible for the supervision of the Community Development Team including: onboarding, performance management, professional development, coaching, and termination as needed for team.
• Prepares and delivers presentations, facilitates meetings and workshops, participates in committees, working groups and action teams to represent the Metro Caring Community Development Team in various settings.
• Monitors and evaluates team program effectiveness; identifies opportunities for improvement; directs the implementation of change.

ASSET BASED COMMUNITY DEVELOPMENT & COMMUNITY ENGAGEMENT

• Demonstrated ability to develop relationships with Metro Caring Community including: community leaders/connectors, volunteers, staff and partners.
• Develop structures that collect individual assets and interests by supporting a team of paid and unpaid community connectors.
• Work to identify funders, partners and develop networks that will support the assets and dreams of community members.

COMMUNITY WEALTH BUILDING

• Partner with community to support wealth building activities including but not limited to job seeking circles, small business conceptualization, small business launches and acceleration, co-op development, and employee-owned enterprises as part of a larger strategy to cultivate increased economic participation, democratic ownership, and community member control.
• Assists in the design and development of existing and new programs and services; partners with other community-based organizations, board members, volunteers and community members.
• Consider bold ideas such as more equitable financing structures for individuals, cooperatives, small businesses, and entrepreneurs- a Metro Caring Bank or Credit Union? A social enterprise that incubates entrepreneurs?
RESOURCES DEVELOPMENT & COLLABORATION

- Collaborate with partners, community members and stakeholders as appropriate to lead the community engagement efforts of the Affordable Housing site development project. Nurture community relationships, collect equity-oriented stories, and collect data needed; ensure that Metro Caring plays a value-add role landscape.
- Co-develop department budgets with the Community Development Team and work alongside team members to ensure delivery of timely/appropriately timed results on time and budget.
- Partner with Metro Caring’s grant writer and development team in building revenues for this line of work by identifying funding prospects, writing grants, or generating earned revenue.
- Complete reports as needed for grant compliance and for Board and leadership oversight.

CULTURE OF ENGAGEMENT

- Participate in applicable team meetings/retreats, weekly all-staff meetings, and monthly all-staff meetings/retreats.
- Attend a Planting Seeds tour within the first month of employment and invite at least 2 contacts per year to attend.
- Complete a quarterly shift in another program or department.
- Join a staff council to build and contribute to Metro Caring’s staff culture.
- Participate in IDEA and Anti-Oppression trainings and workshops to emulate Metro Caring’s core values in your work.
- Join volunteer gatherings (brief, twice daily meetings for shift volunteers) at least weekly.

Applicants must have reliable transportation. Relocation costs are not covered by Metro Caring.

Metro Caring is an equal opportunity employer. The organization is dedicated to the goal of building and maintaining a diverse staff. We encourage applications from qualified individuals of all backgrounds. Black, Indigenous, People of Color (BIPOC), veterans, first-generation Americans, and those that identify as LGBTQ and non-binary are strongly encouraged to apply.

Note: Only those who have been selected for an interview will be contacted following submission of application materials.