

WWW.HISTORICDENVER.ORG

LEADERSHIP OPPORTUNITY

President & CEO

AS ONE OF THE NATION'S PREMIER NONPROFIT
URBAN PRESERVATION ORGANIZATIONS,
HISTORIC DENVER, INC. WORKS EVERY DAY TO
PROMOTE AND PROTECT DENVER'S HISTORIC
PLACES AND SPACES.



WHO WE ARE

FOUNDED IN
1970, HISTORIC
DENVER BELIEVES
DENVER'S HISTORIC
ASSETS ARE PART OF
ITS CULTURAL FABRIC
AND ESSENTIAL TO A
DIVERSE, DYNAMIC, AND
DISTINCTIVE CITY — AND
THAT EVERYONE SHOULD SEE
THEMSELVES IN THE STORY OF
THEIR CITY THROUGH ITS PLACES.

UNSINKABLE BEGINNINGS

Since its inception Historic Denver has been the steward of the award-winning Molly Brown House Museum, one of the leading women's history sites in the nation. In 1970 a group of preservation-minded Denver citizens joined efforts to rescue the home of Titanic survivor Margaret Tobin Brown. The group began major restoration efforts to return the home's interior and exterior to its early 20th century grandeur. With more than 45,000 annual visitors, the Museum provides meaningful experiences and educational programs that connect the past and present. The Museum and the dynamic story of Margaret Tobin Brown, an activist, philanthropist, and survivor, are vehicles to explore our shared past. Admission fees, guided tours and gift shop sales have supported the preservation of hundreds of other historic places in Denver.



AN ENDURING LEGACY

Today Historic Denver is an advocate and resource for preserving Denver's significant historic fabric, its distinctive architecture, and its cultural landscapes, all of which are tangible reflections of our heritage. Embracing existing buildings, looking at the possibilities for adaptive reuse, valuing the materials and natural resources that went into their construction, and blending the historic context of a place with new investment are powerful ways to respect the community's sense of place and the stories that make the city what it is as it grows and evolves.

Through technical assistance, grants, project management, easement donations, and public programs, Historic Denver invests in the historic places and neighborhoods that are key to our city's identity. These efforts among others help tell the stories of generations of Denverites.

HIST ORY

ADVOCACY

SHARING DENVER'S DIVERSE STORIES

Historic Denver has led the way in recognizing historic places of people of color by supporting and assisting community efforts, building trusted relationships, and developing innovative preservation strategies that support authenticity and affordability, preservation, and access. La Alma Lincoln Park Cultural Historic District is among the first such districts to recognize and value 150 years of Hispanic, Chicano/a, and Latino/a work and leadership in Denver. Integrating community development and culture in a meaningful way fosters a sense of belonging and healing and has an impact on generations to come.



CONDUCTING A CITYWIDE BUILDING SURVEY

Working closely with grassroots community members citywide, Historic Denver engages community members to identify critical stories and the places they are tied to. One example of this is the Discover Denver program, a citywide historic resource survey to reach deeper into our communities and identify places and people that tell Denver's story.



ASKING THE COMMUNITY TO IDENTIFY IMPORTANT PLACES

Also, as part of the organization's 50th anniversary in 2021, Historic Denver launched 50 Actions for 50 Places, inviting the public to help identify fifty diverse spaces and places worthy of historic preservation action. The staff and board are now working on raising awareness, interpretation, storytelling, advocacy, technical assistance for each of the sites. Forty percent of the places on this crowdsourced list are associated with people of color or women.

These are a few examples of Historic Denver's dynamic programs and projects, further details of which can be found at <https://historicdenver.org>.

POSITION PURPOSE

Historic Denver's President & CEO is responsible for the organization's preservation, advocacy, fundraising, programming, and outreach efforts, as well as the overall vision of the organization, working closely with the Board of Trustees. As a strategic leader and collective voice and convener for historic places in the City, the President & CEO is the go-to resource and contact for major preservation projects and policies. An inclusive leader, the President & CEO inspires true community engagement. The President & CEO represents preservation interests routinely in the public realm with problem solving as well as being an active partner with a seat at the table. The President & CEO oversees the effective administration of the Molly Brown House Museum, ensuring its thoughtful stewardship and leveraging the Museum's strengths to achieve the organization's mission. The President & CEO implements and develops policies and plans, and organizes, coordinates, and manages the programs and activities of Historic Denver. The President & CEO manages a current annual budget of \$2,000,000 and supervises a full-time staff of 12 while also overseeing a seasonal part-time staff, contractors, consultants, and more than 100 volunteers.

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OPPORTUNITIES FOR IMPACT

Historic Denver is actively engaged every day in the places that mean the most to Denverites. The President & CEO directs efforts to find creative, authentic solutions to the places where growth and preservation meet. In the next few years, the incoming leader will have the opportunity to continue Historic Denver's impact while taking on new and exciting opportunities in supporting the historic legacy of our great community.

Specifically, the President & CEO will:

MISSION & ADVOCACY

- Establish Historic Denver as the clear go-to source of information, counsel, guidance on issues of historic preservation, effective use of community assets, and policy
- Continue efforts to diversify and increase the impact of preservation and advocacy projects
- Provide national leadership in reframing local heritage and historic places and how they are relevant today
- Lead efforts to implement sustainability approaches and policy outcomes
- Continue collaboration with key partnerships to serve strategic goals and our mission
- Develop tools and support policies that foster more adaptive reuse in the community
- Develop an update to the strategic plan in 2023.

COMMUNITY ENGAGEMENT & COMMUNICATION

- Increase local community engagement through the Molly Brown House Museum and with Historic Denver's programs
- Present and speak as the visible leader of historic preservation in the community
- Ensure that diverse community voices are included and valued in preservation and advocacy efforts
- Expand relationships across the city to build a broader base of community action and support
- Explore additional resources and technologies to reach a larger audience
- Develop and implement a strategic communications plan.

REVENUE GENERATION & OPERATIONS

- Cultivate individual donors and increase major gifts
- Maintain and build capacity to seek grant funding for programs and projects
- Increase memberships and develop digital member resources to enhance benefits
- Market revenue generating programs such as Molly Brown House Museum and Walking Tours to grow earned income
- Ensure access to resources for capital needs at the Molly Brown House Museum so it remains a premier example of stewardship that matters
- Continue to enhance creative collaboration between Historic Denver and Molly Brown House Museum programs and staff.

Historic Denver has evolved significantly in the last 15 years to be fully embedded into the fabric of the broader Denver community. The board of trustees is eager to work with the incoming leader to find the best opportunities to further our mission and to support our community in its development.

P A S S I O N

WHAT IT TAKES

Historic Denver needs a leader who is passionate about preserving our cultural heritage and community assets across the city and who see and anticipate opportunities that others may miss. We need a leader who is visionary, dynamic, flexible, and committed.

Our work requires outstanding communication and negotiation skills, political acumen and a proven ability to partner successfully with multiple stakeholders including policy-makers, community groups, property owners, and elected and appointed city leaders.

This work frequently does not follow a straight line, and thus, the incoming President & CEO will be comfortable with complex and creative problem solving and finding mutually beneficial solutions in a variety of circumstances.

Qualified candidates will also have demonstrated experience or skills in these areas:

MISSION & ADVOCACY

- Strong strategic visioning experience including the successful implementation of that vision
- Direct knowledge of nonprofit governance and how to optimize working with a volunteer governing board
- Success in informal and formal advocacy roles with a strong ability to navigate changing and nuanced political dynamics, ideally in Denver
- Proactive, highly professional negotiation and mediation skills
- Demonstrated knowledge of buildings, city planning, public history, and/or architecture is preferred but candidates do not have to be technical preservation experts

COMMUNITY ENGAGEMENT & COMMUNICATION

- Strong voice/face of the organization experience, has experience as a respected spokesperson and in interacting with the media
- Outstanding ability to build relationships with multiple constituents
- Proven experience in leading inclusivity and diversity efforts with external constituents, as well as with internal staff and board

REVENUE GENERATION & OPERATIONS

- Experience in senior leadership roles in nonprofit, public service, or business operations
- Proven success in philanthropic fundraising as well as building effective sources of earned income
- Demonstrated skills and appreciation for cultivating and stewarding donors and members for long term support
- Professional skills in effective financial and organization development
- Management experience based on trust, support, and accountability, supporting a culture of autonomy and cooperation

Ideally candidates will have some personal or professional knowledge of Denver and its history though this is not mandatory provided the candidate is willing and able to become deeply immersed in the community and its history. An undergraduate degree in a field appropriate to the profession is preferred but not required. Candidates must agree to live in the metro Denver area but do not have to be residents in the City and County of Denver.

WORKING AT HISTORIC DENVER

Our staff have a deep passion for preservation work and the storytelling that brings events and places alive to community members. We have a culture that encourages cooperation, flexibility, and autonomy. Our people are creative, knowledgeable, and tenacious, and we are personally and collectively committed to a culture and set of practices that foster diversity, equity, inclusion, and accessibility. Our offices are located in a 1885 former historic school building in the Capitol Hill neighborhood of Denver.

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SALARY & BENEFITS

The salary range for the position is \$110,00-\$125,000 commensurate with experience.

Benefits for our full-time staff members include sick and vacation time accrual; group medical insurance (employee contributes 35% of premium); dental insurance, short-term and long-term leave insurance, employer-matched retirement savings after one year; and annual flex benefit spending accounts.

Some relocation assistance, if needed, will be provided to a successful candidate who currently does not reside in the Denver metro area.

HOW TO APPLY

Qualified candidates are encouraged to apply as soon as possible by sending a cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at Carolyn.McCormick@peakhrconsulting.com. In your cover letter, please outline why you would be excited to lead Historic Denver and its innovative solutions.

All applications are to be submitted via email. To learn more about this position and the work of Historic Denver, please visit us at <https://historicdenver.org>.

Historic Denver recognizes the multi-faceted history of our community including the original use of local land by indigenous tribes. We are committed to preserving and amplifying an inclusive history that represents all people of Denver and Colorado. We prioritize representation in our staff, leadership, and board that reflects the diversity of our community. We encourage candidates of all backgrounds and circumstance to apply for this impactful position.

Non-Discrimination Commitment

Historic Denver is dedicated to the principles of equal employment opportunity. We prohibit discrimination against applicants and employees on any basis protected by applicable federal or state laws including, but not limited to race, color, national origin or ancestry, religion, creed, age, gender, pregnancy, sexual orientation, gender identity, transgender status, or gender expression, marital status, political affiliation or political service, military or veteran status, or disability.