About the Colorado Mountain Club:

The Colorado Mountain Club is the state’s leading organization dedicated to education, recreation, and conservation. Founded in 1912, the CMC acts as a gateway to the mountains for novices and experts alike, offering an array of year-round activities, events, and schools centered on the outdoors. To ensure the continued enjoyment of Colorado’s pristine places, the CMC also leads efforts to protect wild and public lands with its conservation and stewardship programs. We are your Colorado outdoor community.

For more information about the Club, please visit www.cmc.org.

The Opportunity:

The CMC has a new strategic plan that revolves around significantly expanding our program capacity. The ideal candidate will have a proven track record in program leadership, creative problem solving, and effectively leading volunteers and staff through significant change. Reporting to the Executive Director (ED), the Director of Education is responsible for evolving the CMC’s education programming to meet
our new strategic objectives by developing and implementing plans to increase consistency, quality, and capacity of all adult education programming across the state of Colorado.

**Essential Duties and Responsibilities:**

- Modernize and expand CMC mountain sport course offerings
- Implement UIAA standards across all CMC Schools, coordinating with the Mountain Education Alliance partners
- Plan and execute the annual Volunteer Leadership Conference
- Provide high-quality and relevant training, continuing education, and recognition to our volunteer instructors and trip leaders
- Maintain oversight and leadership of the Technical Climbing Schools (TCS) committee
- Coordinate and facilitate training for TCS instructors in their technical disciplines
- Assist CMC Schools with curriculum development and scholarship programs
- Work with the Permit Program Coordinator to provide adequate access for CMC programming on public lands
- Build strong relationships with land managers for hosting CMC courses on public lands around Colorado
- Liaise with the Risk Management Committee of the Board of Directors to drive statewide risk management work to meet organizational objectives
- Oversee the CMC Climbing wall, including maintenance, inspection, policy, and procedure

**Experience/Qualifications:**

- Minimum 5 years of experience in a senior management role in an outdoor education position.
- A proven track record of successful program management and leadership.
- Strong technical experience and working knowledge of CMC’s core activities: hiking, climbing, ice climbing, mountaineering, and skiing. AMGA certifications or equivalent competency is a plus.
- Understand, champion, and follow appropriate outdoor education risk management protocols.
- Diplomacy skills to manage/motive/lead vested volunteers.
- Experience hiring, training, developing, supervising and appraising personnel.
- Experience managing remote teams.
- Experience developing online learning platforms is desired.
- Experience building and managing budgets.
- Excellent judgment and creative problem-solving skills, including negotiation and conflict resolution.
- Strong mentoring, coaching experience to a team with diverse levels of expertise, including staff and volunteer leaders
• Superior management skills; ability to influence and engage direct and indirect reports and peers.
• Self-reliant, great problem solver, and results oriented.
• Rock solid computer skills including Office 365
• Energetic, flexible, collaborative, and proactive; a team leader who can positively and productively impact both strategic and tactical initiatives.
• Exceptional written, oral, interpersonal, and presentation skills.
• Frequent out-of-town, overnight travel and weekend and evening work is required.

Compensation & Benefits:

CMC will offer the successful candidate a competitive compensation and benefits package, comparable to a nonprofit our size.

CMC also offers a generous benefits package including:

• Group health/dental/vision/life/disability insurance
• Generous paid vacation & sick leave, plus 12 paid public holidays off, and 11 days over Christmas & New Year’s off, as well
• Retirement plan with percentage matched by employer
• Employee/pro discounts on outdoor gear and CMC technical schools

Application Process:

Cover letter and resume should be sent to Keeganyoung@cmc.org. Top candidates will be contacted for a preliminary phone interview. No calls please.

Non-Discrimination:

Colorado Mountain Club firmly supports the principle and philosophy of equal opportunity of all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status, or any other protected category, pursuant to applicable federal state or local law.