



## Leadership Opportunity – Executive Director

Delta Dental of Colorado is a nonprofit whose mission to improve the oral health of the communities we serve. We invest more than half of what we earn back into the community. Over the past ten years, Delta Dental of Colorado has given nearly \$49 million back to the



community in the form of support for our foundation and other community benefit programs. The company is the sole funder of the Delta Dental of Colorado Foundation.

For more than 15 years, Delta Dental of Colorado Foundation has been working to make good dental health for children a community priority. Nearly half of Colorado’s 1.2 million children have experienced cavities by the time they start kindergarten. Since dental disease is almost 100

percent preventable, we believe our efforts to improve oral health will result in a healthier Colorado. These efforts impact the company’s mission.

### Our Impact

The Delta Dental of Colorado Foundation is improving Colorado’s oral health by working to eradicate causes of the disease and impacting systems. We have a unique approach to fighting childhood cavities and strive to be innovative.

A few of the innovative programs we support, both within the foundation and through the company community benefit group, include:

Many Colorado children have limited access to dental care due to where they live, insurance status or other barriers to care. The **Colorado Medical-Dental Integration Project (CO MDI)** pilots models of delivering preventive dental care in medical settings across the state. All grantees are integrating a registered dental hygienist (RDH) as a part of their medical team. The project has given over \$2.1 million to 16 medical organizations. Grantees have seen over 12,000 patient visits!

**Public will building** is an approach that builds public support for social change by integrating grassroots outreach with traditional mass media. It taps into the closely-held values of key communities to create sustainable change that shapes how people think, act and behave. The \$2 million initiative includes a multi-year, bi-lingual campaign called Cavities Get Around. Other key pieces to the efforts include changing public policy and working with partners such as the Children’s Museum, Westwood Unidos and Southeastern Colorado Area Health Education Center.

**Land of Smiles**, sponsored by Delta Dental of Colorado, is a live, 30-minute play that visits schools. Established in Colorado in 2014, the *Land of Smiles* cast visited 14,840 students in 55



schools. The following school year, *Land of Smiles* reached 27,000 students in 84 schools, across 17 school districts in 19 Front Range counties. A recent survey of teachers who had experienced *Land of Smiles* at their school found an overwhelming 87% strongly agreed that the program increased students' knowledge about oral health.

**Our Drivers of Success**

At the Delta Dental of Colorado Foundation, we strive to be a thought leader in oral health. As a data-driven organization, we monitor our projects to measure movement toward achieving our mission. All our projects must meet a driver of success:

- Improve access to evidence-based dental care.
- Secure decision makers' buy-in to the importance of oral health.
- Increase the public's awareness and support for oral health.



**Executive Director Position**

The board of the Delta Dental of Colorado Foundation now seeks a committed, innovative, dynamic professional to lead the next chapters of the foundation and the community benefit program's impact in Colorado.

The Executive Director ensures the sustainability of the foundation and grant-making strategies that meet the foundation's mission and vision and that increase the positive image of Delta Dental of Colorado. The Executive Director also oversees the Delta Dental Community Benefit Program which supports Delta Dental of Colorado through a number of community-based activities that help maintain the company's nonprofit status.

The Executive Director manages a staff of seven talented professionals and oversees accumulated assets of over \$25 million. The foundation disburses roughly \$4 million annually in grants to programs across Colorado.



**Strategic Priorities**

The incoming Executive Director will have the opportunity to continue the foundation's innovative work in our major initiatives such as CO MDI and public will building in the areas of oral health, especially for children.

Additionally, the Executive Director will lead these efforts:

- Develop and implement a new comprehensive strategic plan in partnership with the board and staff of the foundation that supports continued momentum for growth and increased impact.
- Building on the existing close relationship between Delta Dental and its leadership team with the foundation, develop an equally effective partnership with the new CEO for Delta Dental.
- Continue efforts to keep Delta Dental board, leadership team, and staff members up to date with the foundation's work and resulting impact.
- Continue to develop the foundation's role in public policy efforts that support enhanced oral health.
- Enhance the position of the foundation as a knowledgeable source of information regarding children's oral health with decision-makers across the state.
- Continue efforts to build strong partnerships with other funders, healthcare providers, and advocacy groups across the state and identify new partnerships that can advance the goals of the foundation.
- Participate actively in the community benefit work across the Delta Dental system to build impactful philanthropic programs.
- In conjunction with the staff, build a clear evaluation framework for the foundation's full portfolio of work.
- Continue to find ways to enhance the impact of the foundation's work across Colorado.
- Maintain the strong value of the community benefit program by Delta Dental's employees and senior leadership team.

### **Qualifications**

Leading the Delta Dental Colorado Foundation and the Delta Dental Community Benefit Program requires a committed professional who values collaboration, innovation, and excellence. Qualified candidates for this role will have a clear, personal commitment to the mission of the Foundation and experience in leading growing organizations. Additionally, candidates should have experience in these areas:

#### **1. Strategic Leadership**

- Brings clear strategic understanding of role of an organization and can articulate that role with multiple audiences
- Experience in developing and implementing a strategic plan; values and develops innovative approaches
- Act as a respected voice for the Foundation's work within the company;
- Demonstrate a proven ability to partner well with corporate leaders and other company personnel.

## Qualifications (continued)

2. *Philanthropic Leadership*
  - Understands philanthropy and how a funder can make an impact in various community efforts and effect social change
  - Experience in building and managing effective evaluation frameworks
3. *Operations Leadership*
  - Knowledge of healthcare, health disparities, or related systems preferred
  - Strong staff management experience; knows how to foster staff growth and development; empowers, not micromanages staff
  - Strong team building experience and knowledge of how to build effective partnerships at many levels of an organization
  - Experience in defining and implementing innovative work practices
  - Significant financial acumen and ability to plan for and manage variable funding streams
  - Experience in helping organizations grow and develop; change management experience preferred
  - Knowledge of nonprofit management preferred
4. *Policy Leadership*
  - Some knowledge of public policy process and players especially in healthcare
5. *Communications and Relationship Building*
  - Experience in working with a governing board and knowledgeable about effective governance structures and processes
  - Proven ability to work with wide variety of stakeholders & build bridges; experience in being an effective “face” of an organization and networking
  - Nurtures internal as well as external relationships
  - Experience in partnering with other organizations to achieve objectives
  - Can build and manage coalitions effectively while keeping eye on the big picture
  - Sensitive to issues of how better to engage and serve underserved communities
  - Some experience in marketing and building effective brands preferred
  - Outstanding written and verbal communication skills; strong listening skills
6. *Other Requirements*
  - Undergraduate degree required; advanced degree preferred
  - Willingness to travel across Colorado as needed; some knowledge of this state and its regions preferred

Effective leaders in Delta Dental of Colorado and the Foundation have these personal qualities:

- Visionary, forward thinking
- Willing to take risks, creative thinker
- Curious, values learning
- Convener, collaborator
- Personable, direct
- Problem solver
- Generous spirit
- High level of integrity



We seek a proven, visionary leader who has a sense of urgency for this work and who values finding fun in their daily interactions internally and externally.

**How to Apply**

Qualified candidates are encouraged to apply by sending a cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at [Carolyn.mccormick@peakhrconsulting.com](mailto:Carolyn.mccormick@peakhrconsulting.com). All applications are to be submitted electronically. To learn more about the work of the Delta Dental of Colorado Foundation and this leadership position, please visit our website at [www.deltadentalcofoundation.org](http://www.deltadentalcofoundation.org). To learn more about the work of the company community benefit program, please visit <http://www.deltadentalco.com/communitybenefit.aspx>.

**As an Equal Opportunity & Affirmative Action employer, an applicant with a disability or a disabled veteran has the right to request reasonable accommodation required to apply and be considered for one of our positions.**

**To request accommodations for the purpose of applying for one of our positions, you may contact Delta Dental Human Resources at 303-741-9300.**

*Drug-Free Work Environment*

