



CHIEF EXECUTIVE OFFICER

The Organization

Bridge House is a nationally-recognized nonprofit dedicated to addressing homelessness through work-first, dignity-centered solutions that create pathways to stability, purpose, and long-term success. For nearly three decades, Bridge House has been a trusted partner in the Metro Denver community, offering innovative programs that go beyond shelter, helping individuals experiencing homelessness build confidence, develop job skills, earn income, and reconnect to community.

Bridge House's signature program, Ready to Work, provides a bridge to mainstream employment and independent housing through immediate participation in paid social enterprise work, coupled with transitional housing and supportive services. The organization is known for its entrepreneurial spirit, measurable outcomes, and unwavering belief that everyone deserves the opportunity to contribute, belong, and thrive.

With an annual budget of approximately \$8 million, Bridge House operates at the intersection of social enterprise, workforce development, and human services, bringing urgency, accountability, and compassion to one of the region's most complex challenges.

Position Overview

Reporting to the Board of Directors and based in the Denver Metro area, Bridge House seeks a mission driven Chief Executive Officer (CEO) to lead the organization into its next chapter of impact. The CEO will provide visionary, strategic, and operational leadership for a growing organization serving individuals experiencing homelessness across the Metro Denver region.

This is a pivotal leadership role for an executive who can pair inspiration with execution. This is someone who brings credibility with funders and partners, builds strong teams, and translates mission into measurable outcomes. The CEO will strengthen organizational culture, enhance impact, and ensure Bridge House remains innovative, financially sustainable, and "Unstoppable in the Face of Homelessness."

The Opportunity

- Build on a strong reputational foundation to advance Bridge House's entrepreneurial work
- focused model by strengthening infrastructure, leadership capacity, and consistency across
- programs positioning the organization for growth.
- Lead during a period of transition with an emphasis on listening, trust-building, and steady, values-driven leadership.
- Assess organizational structure, roles, and understanding current team's capabilities while
- balancing respect for institutional knowledge with the need for clarity, accountability, and growth.
- Guide the organization through change while strengthening systems, decision-making, and
- operational discipline to support scale, replication and most importantly long-term sustainability.
- Leverage social enterprises while effectively operating within a constrained and complex
- funding environment, requiring strong financial acumen, prioritization, and creativity.

Key Responsibilities

Strategic Leadership and Board Partnership

- Define and advance strategic vision by partnering with the Board to set long-term goals and organizational priorities.
- Translate strategy into clear, actionable plans with measurable goals, key performance indicators, and accountability.
- Provide transparent reporting using data to identify risks, track performance metrics, and inform innovative thinking to enhance decision-making and continuous improvement.
- Build and maintain strong, trust-based relationships with the Board through regular communication and partnership.
- Provide timely, accurate information that enables the Board to fulfill its governance and fiduciary responsibilities.
- Attend and support all Board and committee meetings, providing updates on organizational performance, risks, and opportunities.
- Collaborate with Board committees including finance, development, board engagement, and programs.
- Implement Board policies and support staff alignment with Board decisions.

Fundraising and External Relations

- Lead development and fundraising strategy in close partnership with the development team and the Board.
- Cultivate, steward, and expand relationships with individual donors, foundations, corporate partners, and public funders.
- Engage the Board in philanthropy to strengthen donor confidence and expand fundraising capacity.
- Identify and secure multi-year and diversified funding opportunities aligned with Bridge House's mission and growth goals.
- Align fundraising strategy with the organization's social enterprise and earned revenue efforts.
- Serve as the primary ambassador and spokesperson for Bridge House across community, civic, and philanthropic settings.
- Maintain strong visibility with donors, partners, and the broader community to inspire engagement and support.
- Promote the organization's mission, programs, and impact through clear, consistent, and compelling messaging.
- Advocate for policies and resources that support solutions to work readiness, homelessness and housing.
- Build collaborative partnerships with other non-profit organizations, service providers, and municipalities to strengthen community impact.
- Clearly differentiate Bridge House within the evolving homelessness services landscape.

Organizational and Financial Leadership

- Provide inclusive, transparent, and effective executive leadership that advances Bridge House's mission and supports a high-performing, mission-aligned culture.
- Manage the success of social enterprises that are both essential to the program mission and are expected to make a material financial contribution to funding Bridge House operations. ■ Provide strategic leadership and oversight for all administrative and operational functions in alignment with mission, objectives, and Board policies.
- Direct financial resources responsibly, ensuring compliance with applicable laws, regulations, and best practices
- Maintain financial stability through strong cash flow management, reserves, and long-range financial planning.
- Ensure the preparation of accurate financial analyses that communicate results, variances, and trends.

- Build, manage, and administer the annual operating budget in partnership with staff and with Board approval.
- Ensure operational excellence through effective systems, regulatory compliance, safety and risk management.
- Oversee talent management including hiring, development, performance management, compensation, and organizational structure to ensure the right people are in the right roles.
- Foster collaboration across departments and recognize contributions that advance mission outcomes.
- Lead a professional, results-driven organization that balances compassion with accountability.

Program Oversight and Impact

- Ensure program effectiveness through data-informed, outcomes-driven services aligned with best practices in basic needs, housing, and work-focused options.
- Oversee high-quality program execution that delivers meaningful and measurable outcomes which drive continuous improvement.
- Partner with the Board and staff to identify opportunities for program growth, innovation, and expansion.
- Ensure compliance with all applicable programmatic regulations and ethical standards.
- Strengthen systems for program data, reporting, and analysis to support internal learning and external accountability.

The Leader

The ideal candidate will be a collaborative, emotionally intelligent leader with a deep commitment to mission-driven work and a proven ability to lead through complexity and change.

Desired Qualifications and Experience

- Minimum of 8-10 years of senior executive leadership experience in nonprofit, human services, housing, workforce development, or related fields.
- Demonstrated success in fundraising, donor engagement, and external partnership development.
- Demonstrated strong business acumen in strategic, financial, and operational leadership with P&L responsibility in a nonprofit.
- Prior experience with revenue-generating programs, social enterprise activities, or complex funding environments is strongly preferred.
- Proven experience building teams, structures, and systems to support an impactful organization.
- Experience working closely with an engaged Board of Directors.
- Excellent communications skills, executive presence, and credibility as public-facing leader. Must have highly developed verbal, written, and presentation skills. Must also be able to effectively communicate with Board, staff, donors, external stakeholders, and clients.
- Proven external leadership as the public face of an organization, with experience engaging local governments, non-profit agencies, foundations, and business leaders.

Behavioral Attributes

The successful individual will be someone who has the right mix of leadership, integrity, drive, and passion, with a positive “can-do” attitude. They will be a problem solver and value a collaborative environment where direct and honest communication is valued.

Additionally, the successful person will possess the following behaviors:

- **Vision & Strategy:** Defining and creating a compelling vision for the future and the implementation of strategies necessary for success.
- **Communication:** Interacting with others through verbal and non-verbal by presenting information in an engaging and understandable manner. The use of listening and other attending behaviors to gain a shared understanding of the topic at hand.
- **Collaboration:** Understanding the importance of relationships to enabling effective teamwork.

- Modifying personal style, focusing on the needs of others, and listening effectively to ensure effective outcomes for group endeavors.
- **Interpersonal Effectiveness:** Interacting well with others to achieve goals with minimal conflict and confrontation.
- **Business Acumen:** Knowledge of general business practices as well as knowledge of the organization's functioning. An understanding of organizational culture and the ability to function effectively within its social structure.

Education

- Bachelor's degree from an accredited institution.
- A master's degree in business, public administration, or nonprofit administration is preferred.

Compensation

- Salary range is \$180k-\$200k
- Bridge House offers competitive compensation and comprehensive benefits.

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If you have an interest in this opportunity, please share a resume and brief cover note to:

Janet Albert
Partner, Bridge Partners
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*Candidates will be considered on a rolling basis.
We urge your prompt consideration of this impactful leadership role.*

