

THE ORGANIZATION



The County Sheriffs of Colorado (CSOC) is an association that advocates for and serves the Office of the Sheriff. It provides education and professional assistance and promotes unity to

enable the sheriffs to best serve and protect the people of the State of Colorado. CSOC represents 64 diverse urban, suburban and rural county sheriff's offices, each with their unique, often complex, challenges and opportunities. CSOC has an annual budget of \$887,000, with funding sources including: county membership fees, grants and corporate sponsorships.

THE POSITION

The Executive Director manages the overall operation of CSOC, including its budget, finance, administrative and program service functions. He/she works closely with the CSOC lobbyist, legislators, state officials and others to build alliances and promote CSOC efforts and serves as the spokesperson for CSOC. The Executive Director acts as a facilitator to the Board in the development of strategic planning and policy development and implementation and prepares and recommends an annual budget.

The Executive Director enters into contracts and agreements on behalf of CSOC with the approval of the Board Chair and regularly consults with the Chair regarding significant issues that may impact the successful operation of CSOC. The Executive Director also creates and maintains effective membership program services.

The Executive Director supervises a staff of 6 whose duties include the coordination of State-wide activities, training and the development/submittal of grants to obtain addition funding for the member sheriffs and their employees.

The Executive Director should have experience leading an effective and professional non-profit agency. He/she must have experience working collaboratively with all stakeholders, embracing innovation, and best practices.

The Executive Director must be adept at communication skills that build trust both within the organization and the legislature. The Executive Director is an at will position that reports directly to the CSOC Board of Directors and will possess the following competencies and personal characteristics:

- A strong leader with unquestioned integrity, exhibiting personal and organizational accountability.
- Excellence in external and internal communication skills, with the ability to working effectively with visible and influential individuals and groups on difficult and complex issues.
- Innovative and collaborative leader, skilled in building partnerships with stakeholders to problem solve and pursue solutions.
- Experience with the challenges of the Office of the Sheriff.
- Political acumen—ability to effectively maneuver complex political situations.
- Experience and demonstrated success building strong relationships of trust, mutual understanding and accountability with the State Legislature, Board of Directors, CSOC members and employees.
- Exceptional organizational and management skills.
- Ability to utilize extensive leadership experience to build on an existing level of excellence at CSOC.
- Willing and able to accomplish occasional travel across the State in order to meet in person and support the efforts of Colorado's sheriffs
- Able to collaborate with the Board of Directors and CSOC Members to define and implement innovative and strategic programs that serve the sustainability and relevance of the Colorado Sheriffs and effective public safety

EDUCATION AND EXPERIENCE

A Bachelor's degree from an accredited college or university and 7-10 years of leadership experience managing complex governmental or non-profit organizations with special knowledge of the Office of Sheriff in the State of Colorado is required.

The successful candidate need not have been an elected Sheriff but must demonstrate an in-depth knowledge and ability to quickly grasp and understand law enforcement issues within and throughout the State of Colorado.

An equivalent combination of education and experience may be considered.

COMPENSATION AND BENEFITS

The salary for the Executive Director is negotiable depending upon qualifications and experience, within a hiring range of \$94,000 - \$124,700. CSOC also offers an attractive and competitive fringe benefit plan that includes health care, retirement, vacation, etc.

TO APPLY

County Sheriffs of Colorado is being assisted in this search by KRW Associates LLC. Applications will be accepted electronically from May 28, 2019 until 5PM (MDT) June 28, 2019 at apply@krw-associates.com and must include a cover letter, resume (with salary history), and 6 professional references.

Questions should be directed to J. Grayson Robinson, KRW Managing Partner at info@krw-associates.com or 303-880-2201 or Dr. Jerry Williams, KRW Managing Partner at info@krw-associates.com or 303-726-6220.

County Sheriffs of Colorado is an equal opportunity employer.

