One Colorado

Position: Youth Development & Education Manager
Type: Full-Time
Reports to: Health Equity Director
Location: Denver, Colorado (Hybrid; in-office work required Tuesdays, Thursdays, and as needed for community events)
Application deadline: December 4, 2026

THE ORGANIZATION

One Colorado is a statewide advocacy organization dedicated to secure and protect equality and opportunity for lesbian, gay, bisexual, transgender, queer (LGBTQIA+) Coloradans and their families. One Colorado's vision is a fair and just Colorado for all.

One Colorado is comprised of three organizations: One Colorado Education Fund, a 501(c)(3) that will lead the organization's public education and awareness efforts; One Colorado, a 501(c)(4) that will lead the organization's lobbying and advocacy efforts; and One Colorado PAC, a state political committee that will support the organization's political endorsements.

THE POSITION

This is not an entry-level position. The Youth Development & Education Manager brings a commitment to youth development and social justice, familiarity with political advocacy and civic engagement, and experience building power with youth and young adults.

One Colorado envisions a state where LGBTQIA+ people, particularly transgender people, live with safety, dignity, and full access to care and opportunity. The Youth Development & Education Manager advances this vision by investing in young leaders, strengthening statewide partnerships, and increasing public understanding of LGBTQIA+ youths' needs and strengths. This role helps young people develop advocacy skills, connect across local initiatives and networks, and influence decisions affecting their communities.

As a member of the Health Equity team, the Manager reports to the Health Equity Director and collaborates with the Communications, Political, Organizing, Policy, and Development teams. They model One Colorado's commitment to teamwork, collaboration, work/life balance, social justice, racial equity, and youth leadership.

This position offers opportunities to strengthen community leadership, engage with policymakers, and support statewide grassroots campaigns that advance LGBTQIA+ equality and elevate youth voices. The ideal candidate understands Positive Youth Development (PYD), meaningful partnerships between youth and adults, youth advocacy and policy work, and the importance of creating spaces led by LGBTQIA+ youth.

This position will require the ability to work some unusual hours, including evenings and weekends, especially during Pride season, and elections. Please note that Pride season (the month of June) is a required blackout time for all One Colorado staff.

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JOB RESPONSIBILITIES

The *Youth Development & Education Manager* is responsible for the following:

Youth Advocacy, Civic Engagement & Leadership Development

- Lead youth civic engagement in partnership with the Political and Organizing teams, coordinating participation in legislative advocacy, local government and school board meetings, community actions, voter education, and other advocacy opportunities.
- Develop accessible, age-appropriate civic education resources and facilitate workshops that build skills in organizing, public testimony, and policy advocacy.
- Collaborate with the Communications and Political teams to identify and coach youth and parent speakers for testimony.
- Represent One Colorado in local and statewide policy advocacy, creating opportunities for youth to influence decisions affecting their communities.
- Engage parents, guardians, and trusted adults in advocating with and for youth.

School Advocacy, Education & Policy

- Partner with education advocates, schools, and districts to develop, implement, and strengthen LGBTQIA+ inclusive policies and protections.
- Use evidence-based best practices to develop resources that support safer, more inclusive schools and strengthen anti-harassment, nondiscrimination, and bullying prevention efforts.
- Collaborate with the Political and Organizing teams on community events and participation in safe schools initiatives.
- Develop and facilitate trainings on LGBTQIA+ inclusion, bullying prevention, mental health, and positive youth development.
- Serve as a subject matter expert for students, educators, school administrators, and community stakeholders on inclusive school policies and practices.

Statewide Partnerships

- Build and strengthen relationships with GSAs, schools, colleges, youth networks, community organizations, and coalition partners across Colorado.
- Facilitate the statewide LGBTQIA+ Youth Leadership Council.
- Plan and execute the annual Youth Leadership Summit.
- Engage youth to inform a statewide LGBTQIA+ Health Assessment.

Program Management & Administration

- Track program participation, youth engagement, and progress toward grant deliverables.
- Prepare quarterly reports and ongoing program updates for the Health Equity Director.
- Supervise interns.
- Participate in regular supervision, team planning, and cross-team coordination.
- Coordinate program communications, external messaging, and educational resources with the Communications team and Health Equity Director.
- Support organization-wide priorities and events, including election activities, Pride, fundraising, and strategic communications.
- Other duties as assigned.

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PREFERRED EDUCATION AND EXPERIENCE:

- 4 years of volunteer or paid experience in social justice, grassroots organizing, and advocacy and at least 2 years of experience working directly with youth in a positive youth development setting *or*
- A bachelor's degree in social work, education, public health, or related, 2 years of volunteer or paid experience in social justice, grassroots organizing, and advocacy plus 2 years of experience working directly with youth in a positive youth development setting *or*
- Any equivalent combination of experience and education.
- A commitment to advancing equality for LGBTQIA+ Coloradans and their families.
- Interest in issues that impact LGBTQIA+ youth and other intersecting identities.
- A strong commitment to dismantling oppressive systems and building towards a more equitable and inclusive future.
- A flexible, respectful, collaborative, and adaptive work style.
- The ability to work as part of a team, as well as independently.
- Experience with speaking publicly.
- Ability to facilitate and provide trainings to the community.
- A commitment to maintaining and improving One Colorado's supportive, empowering team culture.
- Ability to maintain flexible work hours including some weekends, evening hours, and in-state travel 5-10 days per month.
- Bilingual in Spanish and English preferred.

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COMPENSATION

Salary range is $70,000 - 74,000. One Colorado offers a full benefits package with medical, dental, retirement plan with partial employer match, generous holiday and paid time-off benefits, professional development budget, mileage reimbursement, and cell phone reimbursement. One Colorado covers 100% of your life insurance, medical, and dental benefits.

TO APPLY

Email abbyb@one-colorado.org and include "*Youth Development & Education Manager* " in the subject line with:

- Current resume.
- Cover letter (one page maximum) that outlines relevant experience you have that relates to this position, and why you are interested in the Youth Development & Education Manager role at One Colorado.

Applications will be accepted until 5:00 pm on Friday, December 4. Incomplete or late applications will not be considered.

COMMITMENT TO EQUAL EMPLOYMENT

One Colorado is an aggressive advocate of inclusivity and welcomes applicants from all backgrounds – particularly people of color, women, LGBTQIA+ people, immigrants or refugees, people with disabilities, and people from low- or moderate-incomes.

One Colorado is an equal opportunity employer and services provider. This non-discrimination policy applies to all aspects of the organization, including recruitment, employment, persons served, volunteers, and board service. The Organization does not discriminate in its employment decisions or provision of services on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, height, weight, disability status, veteran status, military obligations, marital status, and political party affiliation, or on any other basis that would be in violation of any applicable federal, state, or local law.