



Managing Director

Denver, Colorado

Position Summary

Juntos Community is seeking a strategic and mission-driven **Managing Director (MD)** to lead the organization through a period of transition and rightsizing while sustaining its core commitment to undocumented immigrants and mixed-status families across Colorado. Reporting directly to the Board of Directors, the Managing Director is responsible for operational leadership, fundraising, and organizational stability, with a particular focus on ensuring the continued strength of *DACAWorks*, Juntos Community's flagship program supporting DACA renewals, legal education, clinics, and grantmaking for low-income recipients.

This is a full-time, hybrid role based in Denver, Colorado, requiring in-office presence at least two days per week (Tuesdays and Thursdays). The position is structured as a transitional leadership role for 2026, with a fixed salary of \$80,000–\$89,000 guaranteed for six months. As the organization develops its 2027–2029 operational plan, the Managing Director will work in close partnership with the Board and will have additional support from the transitioning Founder/CEO through the end of 2026. Candidates who bring lived experience, cultural humility, and a deep commitment to immigrant and mixed-status communities are strongly encouraged to apply.

Organizational Overview

Founded in 2020, Juntos Community works to help undocumented immigrants and mixed-status families access upward mobility and build generational wealth. Through programs rooted in protection, opportunity, and economic empowerment, the organization has supported thousands of community members across Colorado and beyond.

Juntos Community is currently undergoing a strategic rightsizing process to ensure long-term impact, including exploring partnerships and potential mergers for select programs so that parts of its work can continue through aligned organizations. At the same time, the organization is preserving the core of its direct service infrastructure, specifically *DACAWorks*. Very few organizations in Colorado provide work at the depth and scale that Juntos Community does, which is why the organization has identified *DACAWorks* as critical programming that must remain intact through this transition.

Key Responsibilities

The Managing Director is responsible for the operational and fundraising leadership of Juntos Community. This role encompasses leadership across four domains:

Organizational Administration & Governance

- Provide regular updates and reporting to the Board of Directors, including organizational operations, finances, fundraising progress, and overall sustainability planning to support effective governance and decision-making.
- Coordinate with the Board on budgeting, strategic planning, and long-term organizational sustainability efforts, ensuring alignment with Juntos Community's mission and operational capacity.
- Help maintain core administrative systems, compliance obligations, and financial operations, including oversight of administrative expenses and organizational stability within the approved budget framework.

Revenue Generation & Fundraising

- Lead and implement Juntos Community's fundraising and revenue generation strategy, including annual campaigns, grant writing and reporting, foundation and donor stewardship, Board fundraising, and development of a 2027-2029 sustainable plan.
- Oversee and expand fee-for-service revenue strategies, particularly through DACAWorks, by exploring growth opportunities in virtual clinics, trainings, consultations, renewal support services, and other earned-income programming aligned with organizational sustainability.
- Build and maintain strategic partnerships, earned income potential, outreach strategies, and revenue tracking systems that increase client participation, diversify organizational income streams, and strengthen long-term financial sustainability.

Program Oversight & Staff Supervision

- Serve as the direct supervisor and support lead for the DACAWorks Program Manager.
- Ensure DACAWorks operations, clinics, renewals, and grant distribution systems continue effectively.
- Support staff accountability, morale, and operational continuity.
- Assist with identifying strategic partnerships or program transitions where appropriate.

Community & External Relations

- Maintain trust and visibility with the undocumented community and partners.
- Represent Juntos Community in select meetings, funder conversations, and public-facing opportunities.
- Support continuity of Juntos Community's mission, values, and community-centered reputation during the leadership transition.

Qualifications & Experience

- 3+ years of nonprofit leadership or senior management experience; ideally with experience in an organization that faced significant transition or rightsizing.
- Experience managing and collaborating with a Board of Directors, including reporting on finances, fundraising, and strategy.
- Track record of leading or significantly contributing to nonprofit fundraising strategy, including grant writing and reporting, foundation and individual donor stewardship, and annual campaigns.
- Demonstrated financial management skills, including budgeting, financial reporting, and oversight of administrative and program expenses.
- Experience supervising staff or program managers and maintaining accountability and morale through periods of organizational change.
- Familiarity with immigration-serving, DACA, or other community-based nonprofit work strongly preferred; direct experience with DACAWorks-type programming (DACA renewals, legal education clinics, grantmaking) is a significant asset.
- Strong relationship-building skills with funders, donors, community partners, and government or institutional stakeholders.
- Experience with fee-for-service or earned-income program models is a plus, particularly with virtual clinics, trainings, or consultation-based services.
- Excellent written and verbal communication skills, with the ability to represent the organization credibly in public-facing and funder-facing settings.
- Cultural humility and demonstrated commitment to serving undocumented immigrants and mixed-status families, ideally informed by lived experience or deep community ties.
- Ability to work independently and adaptively in a lean, rightsizing organizational environment, balancing operational, fundraising, and program-supervision responsibilities simultaneously.
- Bilingual (English/Spanish) strongly preferred.
- Bachelor's degree or equivalent professional or lived experience; advanced degree in nonprofit management, public administration, social work, or a related field is a plus but not required.

Compensation & Logistics

Location: This is a hybrid position; candidates must be able to work in-office on (at least) Tuesdays and Thursdays in Denver, CO.

Salary Rate: Salary range is \$80,000–\$89,000 DOE, guaranteed for the first 6 months.

Benefits: A generous time-off policy to support work-life balance and well-being, plus a \$2,000 health stipend for the first 6 months. A comprehensive benefits package (including

health insurance and retirement) is not available in the short term but is a goal the organization will work toward after the initial 6-month period.

Start Date: Preferred start date on or before November 2, 2026.

Term: Transitional leadership role for 2026, with the goal of leadership continuity extending into Juntos Community's 2027–2029 operating structure.

Key Relationships

Reports to: Board of Directors

Other Key Relationships:

- DACAWorks Program Manager (direct report)
- Juntos Community's Transitioning Founder/CEO
- Key funders, foundations, and individual donors
- Community members, partners, and coalition organizations serving undocumented and mixed-status families

How to Apply

The search is being led by Marisol Solarte-Erlacher and Sonya Ulibarri with [Cultura Leadership Consulting](#). Candidates should submit a cover letter, outlining their interest and qualifications, along with their resume to info@culturaleadership.com. Applications will be reviewed as they are received until the position is filled. **We encourage submissions by the priority date of 11:59 pm on Sunday, August 30.**