



Position Description

Sustainable Transportation State Director

The Organization

Bicycle Colorado is a membership-driven 501(c)3 nonprofit founded in 1992. We are building a movement to enhance the health and happiness of Colorado communities by making bicycling safer and more accessible for all people in our state. We are recognized as one of the nation's most prominent organizations of our kind.

We advocate for bicycle-friendly policies (e.g., Complete Streets; 3-Foot to Pass) and infrastructure (e.g., protected bike lanes; ample shoulders), and provide educational support to help kids and adults ride a bicycle safely and with confidence. We also educate drivers to safely operate their vehicles in harmony with bicycles on the road.

Our team strives to fuel a passion for bicycling and bicycle advocacy in communities across the state, and we collaborate with a variety of constituent groups, including elected officials, government agencies, community leaders and other nonprofits.

We are dedicated to ensuring that Bicycle Colorado and our movement are diverse, equitable and inclusive. As a statewide organization, it is our responsibility to thoughtfully serve and represent *all* Coloradans who want to ride bicycles; doing so makes our movement stronger. It is also, simply, the right thing to do.

The Position

This is an opportunity to help create a more equitable and sustainable transportation system in Colorado by working to shift statewide transportation funding, policy and practices; and to shape new transportation system dialogue and decision-making that improves road safety, climate and health impacts, and accessibility to transportation options. The Sustainable Transportation State Director will report to the Director of Government Relations and work closely with policy staff as well as the Denver Streets

Partnership (DSP) division staff. The position supports a three-year, grant funded initiative that will build and be informed by a statewide coalition focused on promoting biking and all forms of healthy, sustainable transportation including walking and transit.

The Sustainable Transportation State Director will be a self-starter who will establish high level state official relationships and represent Bicycle Colorado with government officials, stakeholders and the public. The Director will create and share strategy recommendations to the team, and execute on strategic objectives to change policies and funding practices.

The position is supported by grant funding through the end of 2024.

The State Transportation Director will work primarily out of our LoDo office in Denver. Remote work options are available due to the COVID pandemic. Some evening and weekend work is required of all team members.

We encourage all applicants to learn more about our work at bicyclecolorado.org and review our core values; commitment to diversity, equity and inclusion; and full [Strategic Plan](#) before applying.

Key responsibilities

- **Work with** the BC Director of Government Relations, DSP Executive Director and other leaders to create and implement effective strategy
- **Provide an Expert Voice.** Develop high level relationships and proactively engage with state agencies whose transportation policies, funding and projects impact the Colorado transportation system.
- **Research, evaluate, and track** key policies and funding patterns to identify opportunity areas to shift toward more sustainable transportation practices and create more impactful multimodal infrastructure projects
- **Champion Sustainable Transportation** at public and invited meetings with decision making bodies and bring creative solutions to the table that advance active transportation and public transit options
- **Create, recommend and implement strategies** that improve laws, policies and practices to support sustainable transportation
- **Advance effective arguments and messaging** to agencies, local officials, media, stakeholders and the general public that help them embrace perspectives that value and support shifts to non-polluting transportation options
- **Recruit and engage local champions for statewide change** to bring a diverse array of voices to the transportation debate
- **Work collaboratively** with policy and communications staff and stakeholders
- **Keep fingers on the pulse** of walking, biking, safe streets and public transit policy locally, nationally and internationally
- **Contribute** ideas, positive energy, creative problem-solving and a collaborative spirit to the team

- **Provide support** to other departments as needed including participation in all-staff outreach activities and select fundraising and education events
- **Join** all-staff team meetings as well as project related meetings to share ideas and advance the mission and vision of the organization

Background and skills sought:

- An expert understanding of state and regional entities whose transportation policies, funding and projects impact the Colorado transportation system
- Exceptional 1 on 1 advocacy skills and the ability to communicate clearly and effectively to high-level government officials in private and public settings
- Five or more years experience in transportation, advocacy or related fields
- A passion for bringing transformative change to Colorado's transportation system
- Experience incorporating the perspectives of multiple communities, including communities of color, in the consideration of impacts and outcomes of a decision-making process
- An understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities
- Interest and expertise in active transportation and public transit
- Experience in advocacy training and coalition-building
- Strong ability to work across disciplines and work effectively with others in a team environment
- Ability to build grassroots support, and create and lead local community engagement opportunities
- Previous relationships with state and local leaders a plus
- Conversational Spanish a plus

The candidate will also be:

- A curious and self-directed learner
- Willing to take risks, reflect on performance, learn from mistakes and improve
- Adaptable to unforeseen circumstances and managing change
- Highly collaborative and able to thrive in a team setting with cross-departmental interdependencies
- A self-starter with the ability to work independently to achieve milestones and goals on schedule
- Detail-oriented with strong time-management and organizational skills
- Able to communicate effectively in writing and verbally

Compensation

The salary range for this position is \$65,000 - \$70,000 annually. Health insurance, vision, dental, major holidays, vacation, and retirement plan are included in the compensation package.

How to Apply

Please apply by emailing the following to jobs@bicyclecolorado.org with email subject line: First Name Last Name - Sustainable Transportation State Director.

- Resume
- Cover Letter
- Supplemental document responding to the following questions (Maximum of 3 paragraphs each):
 - Please describe your professional experience engaging stakeholders and communities in the identification and implementation of effective community-wide change. This may include community engagement or community organizing models.
 - Please describe a time you changed a policy, practice, or procedure in order to improve racial equity and inclusion in work experience or project. What was the equity concern and what changes did you make (or propose)?
 - Please describe a professional or volunteer experience when you implemented an action plan. Please be specific in the following information: your role in the process; community engagement throughout the process; data used to prioritize problems; how effective strategies were selected; what the challenges and successes were; and what the outcome was, including any lessons learned.

Work Schedule / Office Environment

The position is full time with a desired start date of October 4. Full time staff work a 40-hour week, on average, over the course of a year. The ebb and flow of work may require some longer days or weeks, including some evenings and weekends.

Our offices are located in vibrant lower downtown Denver near bike paths, light rail lines and Union Station. Indoor bicycle parking is provided. Staff have the option to work remotely during the pandemic and a hybrid schedule will be available later in the year.

Bicycle Colorado is dedicated to equal employment opportunities in any term, condition, or privilege of employment and prohibits discrimination against applicants or employees based on race, color, national origin, ancestry, creed, religion, sex, age, disability, genetic information, veteran status, sexual orientation, marital status, gender expression or any other characteristic protected by state or local law.

We will begin reviewing applications as received on or before the week of August 23, 2021.