



Title: Engagement Director

Reports to: Chief Impact Officer

Salary Range: \$95,000-\$130,000

FLSA Status: Salaried Exempt, 40 Hours Full-time Equivalent (Flexible, Remote possible)

Department: Client Services

Supervises: None

About the Organization

EPIC is the business community's nonpartisan voice for early care and education in Colorado and beyond. Powered by the business community's commitment, we work to ensure families have access to the child care resources they need to fully engage in the workforce.

EPIC drives solutions and advances policies that support family-friendly workplaces and communities by reducing regulatory barriers and growing public and private investment in child care. We lead with data, implementation expertise, and strategic advising—offering tailored support, building sustainable models, and shaping policies that benefit families, businesses, and the economy.

We are national thought leaders, trusted advisors and committed advocates. At EPIC, we know that what's good for children is good for business.

Visit www.EPICimpact.org for more information on EPIC's impact.

Job Summary

The Engagement Director is a critical member of EPIC's team, leading strategic client engagements to help organizations that want to reduce child care barriers to workforce engagement in their business or community. This role is central to expanding EPIC's client services, working directly with organizations to assess workforce needs, navigate the child care landscape, and develop tailored, high-impact solutions.

We're seeking a dynamic, innovative team player with a collaborative spirit, strong project management skills, and a commitment to delivering high-quality work and lasting impact.

Reporting to the Chief Impact Officer and working alongside two peer Directors, this role manages multiple projects across diverse geographies and sectors. The Engagement Director serves as the primary point of contact for executive clients, guiding them through comprehensive needs assessments, data-informed planning, and consensus-driven implementation strategies. They will also provide leadership to supporting staff or contractors, help evolve EPIC's engagement model and ensure every client experience is exceptional.

Core Responsibilities

- Oversee full life cycle of client engagements from initial scoping to delivery of solutions to ensure an excellent experience



- Create focused project plans and compelling presentations to educate clients and outline data-driven recommendations
- Develop and maintain trusted advisor relationships with new and existing executive clients
- Support and navigate partnerships among clients and execute work within the context of client's business and political landscape
- Design and facilitate working sessions with cross-functional client teams to align on goals, surface concerns, and gather feedback throughout the engagement
- Conduct comprehensive needs assessments, financial modeling, benchmarking analysis and feasibility studies
- Oversee end-to-end project delivery, engaging appropriate members of the EPIC team to accomplish project goals, as well as provide oversight for team members and sub-contractors as needed
- Serve as day-to-day point of contact for client leaders and project staff
- Innovate on, refine, and codify EPIC's approach to client engagement
- Travel on-site to client establishments to visit facilities, host sessions, and build connections (up to 15%)

Desired Qualifications & Experience

- At least 3 years of formal strategy consulting experience at a reputable firm
- 7+ years of experience leading client service-oriented projects, including direct engagement with executive-level stakeholders
- Proven ability to manage complex, multi-stakeholder projects from discovery through delivery
- Demonstrated expertise in conducting needs assessments, synthesizing data, and delivering actionable, tailored recommendations
- Skilled in building trusted partnerships and navigating both intra- and inter-organizational dynamics
- Exceptional facilitation skills, with the ability to guide cross-functional teams and incorporate diverse perspectives
- Highly organized and able to manage multiple concurrent initiatives across different sectors and geographies
- Flexible and adaptable to changing needs in a high-growth, mission-driven organization
- Strong commitment to client service, demonstrated through responsiveness, attention to detail, and consistent delivery of high-quality work
- Passion for EPIC's mission and a demonstrated interest in early care and education
- Preferred: Knowledge of the early childhood care and education landscape

Special Skills & Knowledge

- Excellent written and verbal communication skills with the ability to present complex ideas clearly
- Strong analytical thinking and strategic problem-solving skills
- Ability to work independently while contributing to a collaborative and supportive team culture
- High emotional intelligence and professional presence when working with diverse partners and clients

**Technical Skills**

- Proficient in Microsoft Office Suite (Outlook, Word, Excel, PowerPoint, SharePoint)
- Experience with CRM systems (e.g. Neon One), communication tools (e.g. Slack), and project management platforms (e.g. Asana) preferred

Working Environment

This role will be performed primarily from a home office. If Denver-based, in-office presence is required twice per month. Travel and attendance at off-site work events will be required, as well as occasional work events on evenings and weekends. Our staff is a small, tight-knit team that is driven by a shared passion for achieving our mission and vision. We are highly adaptive, fun, flexible, collaborative, and always willing to “roll up our sleeves” to get work done.

Location

Flexible within the U.S., Denver Metro area preferred as the current EPIC team is all Denver-based.

Physical Activities

May be required to lift up to 20lbs. Work is typically performed within a home or commercial office environment, with occasional driving and travel to attend events and meet with partners and/or contracting organizations. Travel outside of the state may be requested on occasion along with overnight stays.

Benefits

EPIC values a culture of passion, collaboration and fun, and is proud to offer the following benefits and family-friendly support:

- A flexible and fun work environment: employees are empowered to work remotely, manage family needs, and flex schedules as their job duties allow
- Access to quality health, dental, and vision care (90% of employee cost paid by EPIC)
- Short term disability, long term disability, and life insurance (100% paid by EPIC)
- Support with saving for the future through a 401K and an employer match (up to 3%)
- Monthly cell phone stipend and mileage reimbursement for work-related travel beyond your regular commute.
- Reimbursement of child care expenses for work events outside of typical business hours
- 2 weeks of paid sick leave, 3+ weeks of vacation, and 14 paid holidays

Executives Partnering to Invest in Children (EPIC) is an Equal Opportunity Employer. EPIC does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.



To Apply

Please submit your application through our [Gusto hiring portal here](#). Instead of a traditional cover letter, you'll respond to the following short-answer questions within the application form:

1. Why are you interested in this position with EPIC?
2. What professional experiences do you have that are most relevant to this position?
3. What do you look for in a team culture, and how do you see yourself contributing to ours?
4. Please include a link to your LinkedIn profile.

Candidates are encouraged to submit their applications no later than September 22, 2025.