



**Title of Position:** Vice President, Civic Leadership Programs

**Department:** Programs Team

**Reports To:** Chief Program Officer

**Classification:** Full-time, Exempt

**Location:** Los Angeles Area, CA (hybrid), *with travel to program sites and statewide as needed*

## The Opportunity

**Coro California seeks an exceptional Vice President to build and lead the Local Government Leadership Program (LGLP), Coro's newest public-sector initiative, and help strengthen Coro's executive and civic leadership programming statewide.**

LGLP is a new executive leadership initiative being developed with the City of Los Angeles and philanthropic partners. It will initially serve approximately 24 executive leaders who translate policy into execution, oversee people, budgets, programs, and systems, and work across departmental, political, and institutional boundaries. The Vice President, Civic Leadership Programs will be accountable for LGLP's success as Coro California's flagship public-sector initiative, from its current design and partnership-development phase through launch, evaluation, and long-term sustainability. They will also position the program as a replicable model for government leadership development. The program is grounded in adaptive leadership, systems thinking, strategic communication, cross-department collaboration, influence, organizational change, and institutional stewardship.

As a senior member of Coro California's programs team, this role also partners with the Chief Program Officer on program strategy, helps evolve Coro's executive leadership methodology, and strengthens facilitation quality and capacity across the organization. They will lead and facilitate other Coro executive and civic leadership programs as assigned, including providing facilitation coverage during staffing transitions, planned leaves, and periods of organizational need. We anticipate meaningful facilitation commitments in other Coro programs during the first year.

This role combines enterprise-level leadership with hands-on execution. The successful candidate will be equally energized by building and facilitating: capable of commanding a room of senior public executives, representing Coro California with credibility to elected and appointed leaders, designing rigorous adult learning, navigating complex institutional relationships, and building workstreams that sustain excellence beyond launch.

## About Coro California

Coro California is a nonpartisan nonprofit that develops leaders who navigate complexity, bridge differences, strengthen institutions, and drive meaningful change. For more than 80 years, Coro has used experiential, inquiry-based, cross-sector learning to prepare leaders across government, business, labor, nonprofit, philanthropy, and community life. Coro California now connects this work across Northern and Southern California through a unified statewide platform.

## Key Responsibilities

### Lead LGLP design and strategy

- Own and continually refine the LGLP implementation plan, translating strategic goals into workstreams, milestones, decisions and accountability across.
- Maintain clear visibility into readiness, dependencies and risk, and engage Coro leadership early on emerging issues.
- Oversee the LGLP operating budget with Finance and Development, ensuring alignment with funder commitments, compliance requirements and fiscal policy.
- Develop a sustainability and growth strategy for LGLP and for Coro's public-sector programming beyond the first cohort.

### Steward the City of Los Angeles partnership

- In partnership with the CEO, serve as Coro's primary day-to-day relationship manager, building trust and consensus with the City's program anchor, Personnel, senior mayoral and departmental leadership, and participating executives.
- Translate partnership commitments into clear roles, decision rights, timelines, and escalation pathways, and sustain progress across leadership.
- Build working fluency in Los Angeles government, including governance, budget, labor, procurement, technology, and formal and informal authority, to ensure the program reflects participants' real environment and Coro is seen as a credible partner to the City.
- Navigate political, reputational, and financial considerations with discretion and nonpartisanship..

### Design and facilitate rigorous applied learning

- With the Chief Program Officer, lead the design of LGLP's learning arc, competencies and applied learning model, including Leadership Case model and simulations tied to live municipal challenges.
- Lead and co-facilitate LGLP's opening retreat and full-day sessions, creating learning that is challenging, respectful, nonpartisan and grounded in inquiry.
- Recruit and prepare subject-matter experts and guest facilitators who strengthen the experiential model.
- Set curriculum and facilitation standards for public-sector programming and coach contributors to deliver consistently with Coro's learning philosophy.

### Lead and facilitate across Coro California's program portfolio

- Lead, co-lead and deliver high-quality facilitation across Coro California's executive, civic and sector-based leadership programs as assigned by the Chief Program Officer, including primary responsibility for designated sessions or cohorts.
- Provide program continuity during staffing transitions and planned leaves, adapting Coro's methodology to different audiences, sectors and program models.
- Help build facilitation capacity and consistency across the Programs team.
- Engage alumni, public-sector leaders, and partners as contributors to programming, recruitment, and Coro's broader network.
- Read group dynamics, work productively with disagreement and competing values, balance psychological safety with productive discomfort, and help participants translate insight into observable leadership practice.

### Drive evaluation and continuous improvement

- Establish LGLP's evaluation approach, measuring leadership behavior change at baseline, mid-program, program close, 90 days and six months.
- Partner with the Growth team and City leaders on LGLP eligibility, nomination, selection, cohort composition and participation expectations
- Use evidence to guide program improvement and resource decisions, and produce clear learning and impact reports for Coro leadership, City partners and funders.

### Strengthen Coro California's institutional capacity

- Contribute public-sector and executive-leadership insight to program strategy and organizational decision-making. Contribute to a stronger, more integrated statewide Programs function.
- Help build and document Coro's executive leadership methodology, and develop replicable program models for other institutions and regions.
- Identify and pilot new curriculum, delivery models, and partnerships that expand Coro's reach and impact with public institutions.
- Represent Coro's thought leadership in public-sector and executive leadership development at convenings, in partnerships and in funder and field forums

## Core Competencies

- **Executive facilitation:** Creates rigorous learning environments for senior leaders; asks powerful questions; works with group dynamics, conflict, power, and difference with confidence and care.
- **Adult learning and program design:** Translates competencies into sequenced, experiential learning that is intellectually substantive, practical, and responsive to participant context.
- **Systems and adaptive thinking:** Distinguishes technical problems from adaptive challenges and helps leaders examine authority, incentives, stakeholders, and system patterns.
- **Institutional and political judgment:** Navigates complex, public-facing environments with discretion, nonpartisanship, and humility, and an understanding of formal and informal power.
- **Strategic and institutional leadership:** Contributes to organizational strategy, builds programs and methods that outlast a single cohort, and sees opportunities for innovation and growth.
- **Partnership leadership:** Builds trust across executives, public agencies, funders, practitioners, and internal teams; clarifies accountability and influences without relying on positional authority.
- **Disciplined execution:** Converts ambiguity into plans and decisions, manages multiple dependencies, identifies risk early, and follows through reliably.
- **Interpersonal effectiveness:** Demonstrates self-awareness, curiosity, sound judgment, inclusive leadership, and the capacity to challenge others without diminishing them.

## Experience and Qualifications

We value demonstrated capability over any single credential. If your experience aligns with much of what follows, we encourage you to apply.

### What you bring

- Significant, progressively responsible experience leading leadership-development, executive-education, public-sector, civic, or organizational-change initiatives, including senior leadership responsibility.
- Demonstrated excellence facilitating experienced professionals and senior leaders.
- Sophisticated design of applied adult-learning experiences.

- A track record of building or launching high-stakes programs with multiple partners, complex dependencies, and significant external accountability.
- Credibility with senior executives, public servants, funders and institutional partners, and the judgment to navigate complex institutional relationships.
- Demonstrated ability to contribute to organizational strategy and lead new initiatives from concept to delivery.
- Ability to learn government systems quickly, including budget, labor, procurement, public accountability, and political context.
- Exceptional written and verbal communication, project leadership, analytical judgment, and attention to detail.
- Commitment to Coro's nonpartisan mission, experiential methodology, equity-centered practice, and belief that leadership is a practice rather than a position.

### Additional strengths we value

- Experience with adaptive leadership, systems thinking, or related frameworks.
- Experience work in or with municipal government; knowledge of the City of Los Angeles.
- Experience representing an organization to elected or appointed officials.
- A record of external thought leadership in leadership development or public administration.

## Success Measures

Performance in this role will be assessed in two ways: outcomes this role directly leads, and longer-term outcomes it shapes alongside partners and colleagues.

### Outcomes this role leads

- **Launch and delivery:** LGLP launches on schedule and within budget, meeting or exceeding agreed quality benchmarks.
- **Cross-program leadership and facilitation:** Assigned programs are led and supported to a high standard of curriculum delivery, participant experience, and program continuity across Coro's portfolio.
- **Partnership management:** The City partnership operates with clear decision rights, timely and professional stakeholder communication, and steady progress through leadership transitions.
- **Organizational contribution:** Meaningful contributions to programs strategy, curriculum, and facilitation quality across the programs this role touches.
- **Values:** Consistent demonstration of Coro's organizational values and VP-level competencies.

### Outcomes this role leads

- **Leadership impact:** Documented, observable growth in participants' leadership practice at program close, 90 days, and six months.
- **Sustainability and growth:** A viable continuation for LGLP, an extended City partnership, and identified opportunities to expand Coro's public-sector programming.
- **External positioning:** Growing visibility and credibility for Coro in public-sector leadership development through partnerships, convenings, and funder relationships.

## Position and Application Information

This is a full-time, exempt role based in Los Angeles, CA. The salary range for this role is \$150,000 - \$160,000 annually, depending on experience. Coro benefits include medical, dental, 401k match, and a generous PTO policy.

Coro has a hybrid work policy with employees expected to work in-person from their regional office every Wednesday and on-site as needed for program, organizational, and event-related activities. The role will require in-person program delivery, relationship-building across Greater Los Angeles, and availability for all program sessions and related activity. Regular travel within the region and occasional statewide travel may be required to support other in-person programming and events.

**Coro is an Equal Opportunity Employer.** We provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, genetic information, or any other status protected by federal, state, or local law. We prohibit discrimination and harassment of any kind and are committed to providing reasonable accommodations for individuals with disabilities or sincerely held religious beliefs, observances, and practices. If you need assistance or accommodation due to a disability or religious practice, please contact us at [mtorres@coroca.org](mailto:mtorres@coroca.org).

We are committed to building a team that reflects the diversity of experiences, perspectives, and communities across our region.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

## To Apply

Complete the application linked below. You must sign into the application form using a valid Google account; you can create one for free, if needed. Only applications submitted through the application form will be considered. Applications are reviewed on a rolling basis, and candidates who move forward will take part in a multi-step interview process.

[Link to Application](#)