



**Chief Strategy Officer and CEO Successor**  
**Credit Union of Denver**  
**Lakewood, Colorado (greater Denver, Colorado)**



**Overview**

Credit Union of Denver (\$900M assets) is seeking a Chief Strategy Officer (CSO) and CEO successor to lead the organization into its long-term future. A new role for the organization, the CSO will work with the CEO and board to develop strategy, collaborate with functional areas and leaders, create a compelling vision, and lead the implementation of the strategic plan. An effective team leader, this executive will build commitment across multiple departments and create enthusiasm in fulfilling on the plan. As a forward-looking role, it is expected to keep current on shifts in the industry and anticipate changes and trends. Paramount is an individual who is passionate for employees and lives the credo: *If we take care of our employees, they will take care of our members.* A planned retirement of the CEO in mid-2022 creates an opportunity to be coached and mentored by the CEO as the role is given increasing responsibility. This is an outstanding opportunity to be associated with a well-capitalized credit union, work in partnership with an experienced industry leader, reside in a dynamic metropolitan area, and earn the opportunity to be the next CEO.

**Experiences**

The successful candidate will bring deep experience in consumer financial services, and is expected to be well-grounded in finance, marketing, operations, member service, and lending. A diverse background could be well-supplemented with strong knowledge of trends in information services and human resources. The well-rounded candidate will have a demonstrated commitment to industry activity and learning, and community volunteer participation is seen as a plus.

**Education**

A bachelor's degree is expected, with preference for an MBA and/or strong history of continual learning in the industry and leadership or management skills (accredited programs or others).

**Competencies**

The successful candidate will demonstrate expertise working in and leading groups, coordinating across functional areas, including strength in leadership, interpersonal skills, optimism, and teamwork. The effective leader will be adept at building relationships with teams and individuals, equally strong in inspiring a team and in listening deliberately in one:one situations. As the role is forward-looking, the leader will be a futuristic thinker supported with solid planning and organizing skills that can map the future for the organization. The leader is expected to have a well-grounded emotional intelligence, with particular strength in communicating and managing issues from a place of helpfulness and regard. Above all else, the leader will embody customer service and personal accountability.



### **Credit Union of Denver**

Credit Union of Denver is the oldest credit union in Colorado. It is a state chartered, federally insured credit union with assets of \$900M and over 60,000 members, located in the Denver suburb of Lakewood. Per their Call report dated March 31, 2020, the credit union is considered “Well Capitalized,” having a Net Worth Ratio of 11.76. The credit union has three physical locations, including one in the Denver Federal Center, home to about 6200 federal employees.

### **Denver**

Denver, nicknamed the Mile-High City due to its average elevation of about 5,280 feet, is a metropolitan area of over 2M people and growing. It has a healthy and diverse economy, including strength in the sectors of aviation and aerospace (Lockheed Martin employs over 14,000 people alone), healthcare, telecommunications, and financial services. Denver is listed in the top ten cities best-positioned to recover from the effects of the pandemic by Moody’s Analytics, and Lakewood boasts one of the best school districts in the area. The area is home to a number of well-regarded public universities including Colorado State University, University of Colorado, and the Colorado School and Mines. For the professional sports fan, Denver boasts teams in all of the major sports, and for cultural interests, there are museums, performing arts centers (including the unique Red Rocks outdoor amphitheater), zoos, and more. Colorado is an outdoor enthusiast’s dream, with 8 National Parks and Monuments, 12 National Forests and 30 ski resorts.

### **Alpine Leadership**

Alpine Leadership is a Colorado-based leadership development and acquisition firm. It’s CEO, Mark Haeussler, will take lead on this search and will be supported by Kat Katsos. Mark combines 20 years of business leadership experience with 20 years of leadership development and recruitment experience. He has an extensive background working with financial institutions and is grounded with a bachelor’s in business and two master’s-level coaching certifications. The successful candidate receives one year of on-boarding coaching from Alpine Leadership intended to support the transition into the organization and to growth toward the CEO role.

### **General Information and How To Apply**

The role to apply for is **Chief Strategy Officer**. *Every intention is to promote this role to the CEO upon the current CEO’s retirement, but nothing presented here is to indicate a promise of advancement to CEO; successful promotion depends on the growth of the placed candidate.*

### **To apply:**

Please go to <https://www.alpineleadership.co/cuofdenverexecutive/>

for information and application. Send your application and your resume to:

[candidate@alpineleadership.co](mailto:candidate@alpineleadership.co) with “**Credit Union of Denver CSO**” in the subject line. A cover letter is not required, but if you choose to include one, send it as an attachment.

Timing: The role is considered immediately open, and the timing of hiring is solely dependent on the detailed and successful recruitment process.

Candidates understand that all parties will need to be flexible to the extent possible through the recruitment process in the context of the Covid-19 pandemic. Technology may take a greater role in the process, but at this point the board holds every intention to meet finalists in-person.