

## **COSA Leadership Program Mentor Job Description**

The Goal of the COSA Leadership Program is to *“offer a leadership experience within the conservation community that will give participants a broader understanding of issues facing local government open space programs and the candidate’s ability to be a future leader within those organizations.”*

**Mentors, volunteering to participate in the COSA Leadership Program, are asked to commit one year to work with a leadership candidate, answering questions, offering opportunities to experience all facets of managing an open space program, and providing ways for candidates to enhance and broaden their professional resume.**

Leadership Program candidates are professionals within public agencies or non-profits in Colorado that specialize in the management of open space properties and/or programs for whom the next step in their professional career progression would be to an agency program manager or director. See attached application.

Mentors are professionals within public agencies or non-profits in Colorado that specialize in the management of open space properties and/or programs that are presently serving as **program managers or directors**. Mentors must have a broad background with expertise in the topics listed on the attached program description. They must be able to provide opportunities for candidates to experience, first hand, the leadership issues outlined, attend meetings where decisions are reached, participate in the formulation of management strategies and visit sites and facilities necessary for the daily operation of an open space program.

During the one-year voluntary commitment, mentors will be asked to:

- spend a minimum of 16 hours with the candidates in one-on-one meetings, scheduled by the mentor and candidate in a way that works most appropriately for that team;
- provide guidance by phone or e-mail on a regular basis;
- provide access for the candidate to see first hand the development and implementation of management strategies through on-site tours or attendance at meetings;
- provide professional contacts for candidates to advance their knowledge on topics of specific interest to the candidate;
- attend the year end candidate presentations at the annual COSA conference and evaluate all candidates on their presentation; and
- attend, participate in, and/or sponsor one of the four day long leadership workshops. (See attached program description.)

**Minimum annual time commitment is estimated at 32 - 40 hours.**

Leadership programs will run for 12 months, beginning and completing at the annual COSA conference held each fall. The new leadership class will be announced as the old program is graduated.

The 2009 – 2010 Leadership Program will be limited to 10 candidates.

**Mentoring is voluntary.** Travel, gas, lodging, and conference fees are the responsibility of the mentor and/or their agency. If necessary, mentor/candidate relationships can be terminated during the year with notice to the COSA steering committee. Every effort will be made to find the candidate a new mentor.

If you are interested in serving as a mentor please call or e-mail Linda Strand at 303-745-2026 or [JeanStrand@comcast.net](mailto:JeanStrand@comcast.net). THANK YOU for your interest.