



Chief Executive Officer

April 2026

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Chief Executive Officer
Denver Metro BOMA**

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Chief Executive Officer
Reporting to the Board of Directors
Denver, CO (In-person and Onsite)

The Denver Metro Building Owners and Managers Association (Denver Metro BOMA) is a nonprofit trade association representing owners and managers of commercial offices and other commercial buildings. The oldest commercial real estate association in the Denver area, Denver Metro BOMA celebrated its 100th anniversary in 2020. It is one of the largest membership associations in the region representing over 90 million square feet, nearly 80 percent, of Denver's commercial real estate. Denver Metro BOMA provides local and regional industry information, state and local advocacy, educational programming, and networking to all members.

Denver Metro BOMA is seeking a dynamic and visionary leader to serve as its next Chief Executive Officer (CEO). This is a unique opportunity to lead a well-established and highly respected organization that plays a critical role in the commercial real estate industry in Denver. The next CEO will shape the future of the organization, drive strategic initiatives, and strengthen its impact on the local and national real estate landscape.

This role is ideal for an association executive with a strong background in leadership, financial management, advocacy, and member engagement. They will be passionate about BOMA's mission, collaborative, and will seek to build effective relationships with diverse stakeholders, including city and state leaders, building owners and managers, vendors, staff, and the Board. They should possess exceptional communication skills, executive presence, and the ability to command respect within the industry. This CEO is innovative, identifies new opportunities and market expansion, and is adept at communicating BOMA's membership value proposition. While experience in commercial real estate is not mandatory, the ability to quickly immerse oneself in the industry is highly valued.

To submit a referral for this role, please contact Carolyn Roche, Consultant at croche@kittlemansearch.com.

- Position** Chief Executive Officer
- Reports to** Board of Directors
- Location** Denver, CO (In-person and Onsite)



MISSION

The Denver Metro Building Owners and Managers Association advances the commercial real estate industry through advocacy, professional development and the exchange of knowledge.

CORE VALUES

- Trust
- Ethical Conduct
- Cooperative
- Professional
- Camaraderie
- Industry Excellence
- Leadership
- Value

Denver Metro Building Owners and Managers Association (Denver Metro BOMA) is a nonprofit trade association representing owners and managers of commercial offices and other commercial buildings.

Denver Metro BOMA is a federated local association within BOMA International. BOMA International was founded in 1907 as the National Association of Building Owners and Managers. The association assumed its present name in 1968 as it broadened its reach to include Canada and other affiliates around the globe. Today, BOMA International represents 91 local associations throughout the United States and ten affiliates in Australia, Brazil, Canada, Finland, Indonesia, Japan, Korea, the Philippines, and South Africa. BOMA's 16,500-plus members own or manage more than nine billion square feet of commercial properties in the United States.

The oldest commercial real estate association in the Denver area, Denver Metro BOMA celebrated its 100th anniversary in 2020. It is one of the largest membership associations in the region representing over 90 million square feet, nearly 80 percent, of Denver's commercial real estate. The organization provides local and regional industry information, state and local advocacy, educational programming, and networking to all members. BOMA efforts in the public policy arena save building owners money through the early notification of and representation on issues that could negatively impact their building's or company's bottom lines.

Denver Metro BOMA has a staff of three and an annual operating budget of approximately \$1.17 million. The organization's leadership includes an Executive Committee - comprised of the Treasurer, President-Elect, President, and Immediate Past President - whose roles follow a four-year leadership succession, as well as a 16-member Board of Directors.

For more information, please visit <https://www.bomadenvver.org/>.

Denver Metro BOMA is seeking a dynamic and visionary leader to serve as its next Chief Executive Officer (CEO).

Denver Metro BOMA is recognized for its strong advocacy efforts, particularly in navigating legislative challenges and representing the interests of building owners and managers in the Denver area. The organization has successfully fostered a tight-knit community of vendors and property managers, offering valuable networking opportunities, continuing education programs, and impactful events such as coffee chats on emerging industry issues and community outreach. Additionally, Denver Metro BOMA has made strides in workforce development, collaborating with schools and community colleges to prepare individuals for careers in commercial real estate. The organization has also demonstrated financial responsibility, with a solid budgeting process and sponsorship management, and has achieved notable successes in policy and advocacy work, including influencing local legislation.



This CEO will oversee a small but highly capable team, motivated volunteers, and engaged members who are passionate about education, advocacy, and networking. This role offers the chance to build on the strong foundation laid by previous leadership while addressing critical challenges and driving innovation.

Denver Metro BOMA's next CEO will address the challenge of flat membership levels, clearly articulate the member value proposition, increase membership engagement, navigate and adapt to industry changes, and identify new revenue and membership streams to ensure fiscal health and long-term sustainability, while continuing the organization's strong tradition of advocacy. Short-term priorities include operationalizing the new strategic plan and launching the organization's Foundation.



The Chief Executive Officer of Denver Metro BOMA serves as the visionary leader, guiding the organization's strategy, culture, and growth.

Key skills, functions, and attributes include:

- **Leadership and Vision.** Provides leadership and support to the Board, staff, members, and partners, in achieving the association's strategic direction, purpose, and impact. Collaborates with the Board and staff to define and execute Denver Metro BOMA's long-term goals. Monitors industry trends and proactively positions the association as a leader. Fosters innovation in programs, member services, and educational offerings to meet the evolving needs of the building owner and manager's profession and to deliver value to members. Balances adapting and growing in new ways to serve member needs while making data-driven decisions to achieve desired outcomes.
- **Business and Financial Acumen.** Establishes operating plans and quantifiable objectives, runs a fiscally sustainable organization, and brings mission criteria and financial rigor to opportunity assessment. Accountable for Denver Metro BOMA's organizational results. Sets high ethical and business standards for the organization's operations. Responsible for the annual operating results, financial stewardship, and impact of this dynamic organization. Enhances efficiency and promotes continuous organizational improvement using technology, industry best practices, and resources from the BOMA International network.



- **Communications and Advocacy.** A champion who promotes Denver Metro BOMA and understands how to inspire while making topics compelling and accessible. Serves as an advocate for issues affecting the industry and standards within the building owner and manager communities. Builds and sustains relationships with members, sponsors, and other key stakeholders and coalitions. Actively participates in industry conferences, panels, and events to further Denver Metro BOMA’s thought leadership.
- **Management.** Leads, coaches, and supports a team, promoting accountability and professional growth. Builds and supports a positive and productive organizational culture. Enhances infrastructures and systems to support and streamline the work of staff.
- **Governance.** Advances the Board’s work as the organization’s strategic governing body. Collaborates with the Board on all appropriate matters. Develops issues for Board review, discussion, input, and action. Supports the Board’s effective nominating processes and ensures thorough orientation for all new Board members.



Denver Metro BOMA seeks a Chief Executive Officer with a strong association management background, financial acumen, and the ability to navigate public policy and legislative landscapes.

The ideal candidate is passionate about BOMA's mission, is collaborative, and will seek to build effective relationships with diverse stakeholders, including city and state leaders, building owners and managers, vendors, staff, and the Board. They should possess exceptional communication skills, executive presence, and the ability to command respect within the industry. This CEO is innovative, identifies new opportunities and market expansion, and is adept at communicating BOMA's membership value proposition. This leader is committed to engaging the next generation of industry leaders and fostering inclusivity. Candidates should have a proven track record of balancing internal operating priorities with members' changing needs in a dynamic external environment. While experience in commercial real estate and/or advocacy are not mandatory, the ability to quickly immerse oneself in the industry and BOMA's advocacy goals is highly valued.



QUALIFICATIONS, *continued*

This person must exhibit success in engaging and convening a diverse range of partners sharing common interests and values so that the tactics and strategic goals of the organization are pursued in a collegial, transparent, and highly participatory manner.

The successful candidate will have a proven record of building strategic activities and partnerships on behalf of an organization or association; a creative approach to marketing and branding; and a comfort level with being the face of the organization. The next leader will develop and support a team of professional employees through effective management, delegation, professional development, and confident decision making. A proven track record of building a strong, positive culture of support and team focus is key. The qualified candidate will possess a high level of business and financial acumen. A CAE designation is preferred.

This person should demonstrate an ability to both raise the profile of Denver Metro BOMA and to support the best interests of members. Experience working with stakeholders to build new business and political relationships, partnerships, and expanded membership is highly desired. Along with these skills, some of the important personal attributes we seek include authenticity, strategic problem-solving, a proactive approach, charisma, diplomacy/political savvy, nimbleness, and a sense of humor.



Denver Metro BOMA offers a competitive salary and benefits package.

The salary range for this position annually is between \$175,000 and \$190,000 and will be commensurate with experience. The comprehensive benefits package includes vacation days, paid holidays, medical/vision/dental insurance, a 401k with an employer contribution, and a performance-based bonus, among others.

How to Apply

If you want to play a key role in this dynamic organization, please confidentially submit a current resume and cover letter to Kittleman & Associates. The cover letter is an opportunity to showcase your passion for the association's vision and mission, as well as organizational impact in current or prior roles.

We are reviewing applications as they arrive. For best consideration, your application must arrive on or before **Monday, June 1, 2026**.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

All qualified candidates are strongly encouraged to apply.

EQUAL OPPORTUNITY STATEMENT

The association is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct that substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees, such as customers, clients, vendors, consultants, etc.