

President and CEO Housing Up



Status: Full-time, exempt employee
Reports to: Board of Directors
Location: Washington, DC
Salary range: \$230,000-\$240,000
Deadline: Best consideration by May 23. Resume reviews begin immediately.

About Housing Up

Housing Up builds thriving communities in Washington, DC by offering comprehensive support services to homeless and low-income families. Housing Up is led by a belief that people who have safe, affordable housing and genuine opportunities are empowered to transform their lives.

Housing Up is one of the city's largest homeless services providers. It has a leading role in the DC Interagency Council on Homelessness, The Coalition (formerly The Coalition of Nonprofit Housing and Economic Development), and other government, public, and private entities advocating for and creating system-wide change in DC's housing and homelessness policies.

Founded in 1990, Housing Up began as a transitional housing provider serving 14 families in a single building. Today, Housing Up serves more than 800 households through a variety of housing programs that include rapid rehousing, permanent supportive housing, and affordable housing with resident services. Housing Up provides resources across health, employment, community building, education, and youth enrichment for the entire family unit.

Housing Up follows the Housing First model, which focuses on quickly moving families experiencing homelessness into permanent housing with leases in their own names. The organization's unique combination of affordable housing and wraparound support services builds vibrant, diverse communities.

At a moment in time when safe, affordable housing is increasingly scarce, Housing Up's work has never been more important. Housing Up has a staff of 77, including a 4-person executive leadership team. Housing Up's FY24 budget was ~\$12 million, of which 86% was from government sources, consistent with the organization's strong history of government support. Transitional Housing Corporation Affordable Housing, Inc., is an affiliated entity that develops affordable housing with partners across the District. Learn more at housingup.org.

Leadership Opportunity

As it marks 35 years of service, Housing Up seeks a visionary and experienced President and Chief Executive Officer ("CEO") to advance partnerships and programs that transform housing and supportive services across Washington, DC. The incoming CEO will bring an innovative, enthusiastic approach to running a housing and homeless services organization while also navigating an uncertain government funding landscape, cultivating new revenue sources, and finding ways to deliver on Housing Up's mission through uncertain times ahead with grace, commitment, and authenticity. They will understand the unique value Housing Up brings to the District and bring a new vision to our potential.

The incoming CEO will be an effective spokesperson for Housing Up, conveying passion and commitment for safe, affordable housing and genuine opportunities that empower people to transform their lives to audiences across the region. Working closely with the Board of Directors and a talented professional team, the CEO will develop and implement a strategy that integrates

high-quality services, meaningful sector leadership, successful advocacy achievements, and strong fundraising outcomes.

To successfully steward Housing Up's mission, the CEO will work with the board, staff, and partners to ensure the organization's plans are grounded in financial reality. They will be an adept fundraiser who can identify opportunities to strengthen the organization's revenue base through major gifts, foundations, and corporate sponsors. A consensus-oriented and collaborative leader, the CEO will model an inclusive and positive organizational culture that extends across the staff, board, and volunteers.

Specific areas of responsibility include:

Vision, Strategy, and Leadership

- Working with the board and staff, develop a strategy to navigate the current government funding uncertainty while maintaining a focus on Housing Up's mission.
- Champion Housing Up's mission and impact to donors, partners, public officials, and media.
- Lead and mentor a diverse, skilled, and values-driven team. Supervise senior leadership so that they manage departments with innovation, sustainability, and professionalism.
- Collaborate with the board on good governance practices; help replenish membership.
- Direct thought leadership and advocacy efforts that connect Housing Up's successes to local and national policy and budget processes.
- Provide authentic leadership to partnerships, initiatives, and gatherings that continue and deepen Housing Up's role as a trusted community organization.
- Ensure Housing Up is a great place to work by setting a positive workplace culture.

Fundraising and External Relations

- Serve as Housing Up's primary spokesperson and chief liaison with partners, including key funders, local government officials, community-based organizations, and developers.
- Represent Housing Up's philosophy, policies, and programs to organizations across the region; develop and maintain collaborative relationships with peer organizations focused on ending homelessness.
- With the board and development team, advance annual and long-term plans that cultivate support from major donors, individuals, foundations, and corporate sponsors. Steward and solicit major gifts.
- Represent and promote Housing Up's mission, programs, and outcomes to media outlets, partners, policymakers, and sponsors.
- Identify opportunities, strategies, and partnerships that enhance the visibility of Housing Up's priorities, programs, and community support.

Financial Management and Oversight

- Provide strategic financial leadership and ensure the long-term fiscal health and sustainability of the organization.
- Oversee the development of the annual organizational budget in collaboration with the senior leadership team and Finance Committee of the Board.
- Set annual financial goals in partnership with the staff and board. Oversee Housing Up's financial health, including monitoring revenue and expenses and forecasting multi-year projections that provide a foundation for programmatic strategy; oversee annual audit.
- Ensure Housing Up maintains policies, procedures, and technology to facilitate effective workflow, decision-making, and communication across departments.
- Cultivate an ambitious and high-caliber team by supporting overall talent management and development efforts, including internal professional pathways.

Experiences, Skills, and Qualities

The Board of Directors seeks an experienced executive to lead the organization with vision and skill. While we understand that no single candidate can possess every qualification listed below, the following are considered priority areas, and the board will support some areas of growth:

- Passion for Housing Up's mission, with an advanced understanding of issues, trends, and policies affecting homelessness, housing, community development, and economic mobility.
- No less than 15 years of leadership experience in a nonprofit, government agency, or similarly complex entity.
- A significant supervisory record; experience mentoring and developing other senior leaders.
- Excellent organizational management experience, including project management, budgeting and forecasting, financial management, human resources, contracts, and legal compliance.
- Success with senior-level fundraising efforts, including strategizing and securing support through partnerships, institutions, corporations, and/or individuals.
- Proven communications skills, capable of engaging a variety of stakeholders, including community members, policymakers, and philanthropic leaders.
- Ability to build effective and respectful relationships with people of various backgrounds, opinions, and perceptions.
- Talent for building consensus through strong emotional intelligence, excellent listening skills, and deep compassion. Leads teams with empathy, equity, dignity, and respect.
- Proven experience with change management, transforming systems, tools, and processes that take an organization to the next stage of growth.
- Demonstrated respect for diverse backgrounds and points of view; ability to elevate underrepresented voices.
- Past work with or serving on a nonprofit board. Understands the importance of governance, board development, and collective decision-making.
- Knowledge of the District's homelessness and affordable housing systems is preferred.

Location & Travel

Housing Up serves and is headquartered in Washington, DC. Staff work a variety of schedules, with flexibility for hybrid and remote work. The CEO role will require regular in-person presence at Housing Up's office, meetings with partners and funders, and evening and weekend events.

Compensation

The board has budgeted a salary of \$230,000-\$240,000 plus benefits, which include health insurance, a retirement plan, short- and long-term disability, life insurance, annual leave, sick leave, plus major holidays.

Application Process

Housing Up is conducting this search in partnership with Good Insight, a national executive search firm serving nonprofits and associations. Interested applicants should upload a resume and a detailed cover letter that describes their qualifications for this role to good-insight.org/careers.

For best consideration, submit application materials by May 23. Early applications are encouraged due to the pace of the search. Direct confidential inquiries to search leads Kate Dykgraaf and Danielle Soba at HousingUp@good-insight.org.

Equal Opportunity Employer

As an equal opportunity employer, Housing Up ensures that all employment decisions, including hiring, promotion, and termination, are made without regard to race, color, religion, sex, national origin, age, disability, or any other protected characteristic.