



Executive Director Position Announcement

About Northwest Housing Alternatives

Mission Statement

Northwest Housing Alternatives' (NHA's) mission is to create opportunity through housing. NHA provides affordable housing options for families, older adults, and people with special needs across Oregon. NHA properties are enriched with Resident Services to provide our residents with opportunities to live healthy, stable, and fulfilling lives. Homeless Intervention Services are provided to families, couples, singles, older adults and people with disabilities in Clackamas County through the Annie Ross House and its sister program, HomeBase.

History

Formed in 1982, NHA's portfolio serves over 2,900 residents in 1,885 units in 16 Oregon counties. NHA meets its mission and serves the residents of Oregon with support from HUD, Oregon Housing and Community Services, and numerous local governments, along with private equity funders and commercial lenders. NHA is a leader in innovative financing models - the third organization in the nation to complete a Mixed-Finance HUD 202/811 property in 2006. NHA has subsequently gone on to complete three additional mixed finance properties.

NHA continued to push the envelope in affordable housing development through its efforts in the preservation movement across Oregon. After being the first organization to use the Oregon Housing Acquisition Fund to purchase properties with project-based Section 8 rental assistance at risk of conversion to market-rate housing, NHA went on to acquire and rehabilitate 13 such properties, including Hawthorne East, which won the Affordable Housing Finance 2017 Reader's Choice Award for preservation projects. NHA properties enhance and add value to Oregon communities; our Village at the Headwaters won the 2010 MetLife award for best practices in green senior living. NHA always works to enhance our portfolio's sustainability and works closely with local partners to drive innovations in our field.

In 2013, NHA was one of the first affordable housing agencies in Oregon to adopt an organizational initiative to further social equity and advancement. Our Equity Policy requires that we promote equity in our leadership and organizational culture, our program design and delivery, and in the economic opportunities created by our agency. These ongoing social equity initiatives help to create a fundamental foundation from which all NHA efforts are built.

The Opportunity

NHA's Executive Director provides leadership and support across the organization—setting and implementing the strategic direction to further the organization's mission to provide affordable housing to Oregonians earning low incomes, including families, older adults, people with disabilities, and people experiencing homelessness. The Executive Director has overall administrative responsibility for day-to-day operations, is a developer and promoter of NHA's programs, is a fundraiser and spokesperson, and is an advocate on issues of affordable housing and homelessness. The Executive Director is charged with ensuring that the organization achieves its mission, maintains financial viability, and functions as an innovative and effective affordable housing and social service provider. The Executive Director directly supervises a team of six managers in key business areas and an overall staff of more than 35 with an annual operating budget of approximately \$6 million.

After 35 years of dedicated service, NHA is an established award-winning leader in the area of affordable housing and is positioned for a healthy future continuing its innovative and effective approach to meeting our mission with the respect and dedication that our clients deserve. NHA recently moved to a temporary new office to make way for the re-development of the Milwaukie campus, which will include 28 units of new affordable housing, a new Annie Ross House emergency family shelter with a 60% expansion, and a headquarters operations center. The improved facilities will enable NHA to continue to lead the affordable housing industry in Oregon and broaden crucial housing services for families, older adults, people with special needs, and veterans earning low incomes. The organization is strong, both financially and organizationally, with an outstanding team of dedicated professionals to carry out this important work.

For more information: <https://nwhousing.org/>

Candidate Profile and Experience Requirements

Skills and Prior Experience

- Demonstrated executive leadership experience, preferably in the development of affordable housing.
- Strong preference for knowledge and familiarity with the issues, the language, and the mechanics of federal, state, and local funding for affordable housing, community development, homelessness, and anti-poverty services.
- Knowledge of local, state, and federal assisted-housing programs, including laws, funding mechanisms, regulations and implementation practices, program compliance, budgeting and finance requirements, etc., desirable.
- Knowledge of multifamily commercial real estate development highly desirable.
- Demonstrated understanding of social services systems and anti-poverty programs, including theories of oppression, client-centered service models, and client empowerment.



- Exceptional fundraising skills, with experience in direct solicitation as well as federal, foundation, and corporate grant writing.
- Experience leading and motivating staff, boards, and volunteers.
- Strong public information skills, articulation, optimism, and energy – ability to motivate and inspire people at all levels. Excellent communication skills.

Core Competencies and Personal Characteristics

The ideal candidate will be able to communicate a compelling and inspired vision that is shared both inside and outside of the organization. Strong interpersonal relationship skills are required to be successful in this position. The ideal candidate must genuinely care about people, be widely trusted, and seen as a direct and truthful individual. The Executive Director sets the tone for the organization and must be approachable and able to create a climate in which people want to do their best. NHA is deeply committed to equity and inclusion and the Executive Director should be the champion for those efforts throughout the organization.

The job demands strong business acumen and an ability to maneuver through complex political situations and remain composed under pressure. Success in the changing work of affordable housing development requires creativity and innovation.

Compensation and Benefits

The salary range for the position is \$125,000 to \$150,000 annually, based on experience. NHA also offers a competitive benefits package, including health and dental benefits as well as short- and long-term disability benefits, 403(b) retirement plan, life insurance, transportation subsidy, and generous paid time off program.

To Apply

Please submit your **resume and a cover letter in Word or PDF format**. NHA is committed to building a culturally diverse and inclusive environment and are actively seeking to recruit a diverse applicant pool.

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