



Worcester Community Housing Resources Seeks Executive Director

About WCHR

Worcester Community Housing Resources, Inc. (WCHR), formed in 1985, is a not-for-profit organization whose mission is to create and preserve affordable housing opportunities for low and moderate-income households and to initiate and support neighborhood revitalization throughout Worcester County. WCHR focuses on historically underserved populations, including individuals facing poverty, homelessness, substance abuse, mental illness, and domestic violence. We fulfill our mission through community lending, new construction, redevelopment, rehabilitation and management of affordable housing, including family apartments, group homes, single room lodging, and elderly assisted-living facilities.

Current construction projects include 50 Oriol Drive, Worcester (90 units of permanent supportive housing being created from a former hotel), Whitmarsh Center (revitalization of a church campus into a multi-use, fully accessible center with a residence, emergency shelter beds and offices for WCHR), and a Tiny Home Village (an innovative project providing a Housing First setting for individuals experiencing homelessness). Ongoing work includes our receiverships and management and upgrades of WCHR's portfolio. Upcoming projects include 15-20 townhouses in Fitchburg to be newly constructed for low to moderate-income families, a 48-unit senior housing project in Grafton, and a rehabilitation project for grandparents raising their grandchildren in Worcester.

The WCHR Community Loan Fund is a pool of nearly \$4 million in contributions and capital investments that provides low-interest financing to homeowners who need assistance with significant home repairs and to individuals and organizations who develop affordable housing. To date, WCHR has awarded 640 loans and grants to Worcester County residents, with a total of \$23 million invested back into the community. Since the Community Loan Fund's inception, our investors and contributors have seen a 100% return on their investments with WCHR.

WCHR regularly assesses community housing and financial needs to guide future projects. As we continue our mission, we collaborate with and seek to expand partnerships that can help meet unmet needs and expedite project completions. Our efforts are driven by input from municipal governments, service organizations, and commissioned research, all highlighting the need for WCHR's programs in Worcester County.

WCHR continues to enjoy a solid financial portfolio; it manages an annual operating budget of \$5.5M with \$20M in operational assets, \$15M of assets in the process of development, and \$4M in the loan fund. It is overseen by an active board of directors comprised of 15 professionals in banking/wealth management, real estate, philanthropy, and insurance. WCHR's staff has grown to 13 professionals, some long-standing, who cover administration, real estate development, property management, and lending.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a well-established, highly respected, financially stable and influential organization. Reporting to WCHR's Board of Directors, the Executive Director has overall fiscal, strategic, and operational responsibility for staff, programs, opportunity, and impact. Understanding that WCHR operates as a small, lean organization, priorities for the next leader include:

- **Learning and Immersion:** Engage in a period of deep learning and immersion to understand the complexities and dynamics of WCHR's work, housing finance, and community of partners.
- **Community Engagement and Relationship Building:** Safeguard existing strong relationships with City stakeholders, developers, funders, investors, legislators, collaborators, and partners, and grow relevant, new ones.
- **Strategic, Opportunistic Leadership:** In partnership with staff and others, facilitate and guide big-picture solutions to community housing issues and dive into the implementation of pipeline projects to bring them to fruition.
- **Operational Sustainability:** Ensure that all initiatives are financially sustainable in the long term, while maintaining and enhancing WCHR's operational effectiveness. Plan for contingencies in government funding shifts and explore income diversification opportunities. Meet and nurture relationships with donors, partners, investors, and supporters.
- **Staff Support:** Strengthen the work and cohesion of the growing staff team, and plan for eventual staff succession of long-term employees. Align staff as growth demands it and oversee adding new positions where needed.

Profile of the Ideal Candidate

WCHR is seeking an Executive Director who is a seasoned organizational leader who will demonstrate many of the attributes, skills, and experiences listed below, and who will be capable of leading an organization of WCHR's size and scope. While we understand that candidates may not have all these qualities, if you meet many and are passionate about our mission, we encourage you to apply.

Visionary and Knowledgeable Executive

- Knowledge and/or experience with affordable housing finance
- Understands construction of multi-family housing
- Understands lending and property management supervision
- Proven success in bringing new ideas, innovation, and bold thinking to an organization
- Able to navigate and adapt to changing circumstances and new challenges

Community Bridge Builder

- Highly collaborative, flexible, and patient with a diverse set of internal and external stakeholders, including partner agencies, funders, board, and staff
- Highly adept at developing partnerships, bridging gaps, and negotiating successful terms of engagement
- Brings strong, diplomatic verbal and written communication skills
- Knowledge of Worcester County is a plus

Fundraising & Financial Acumen

- Strong relationship building skills to develop and leverage business partnerships and loan fund investors, affordable housing projects, and partnerships
- Experience in mission-driven project conceptualization and commensurate funding
- Financial fluency necessary to understand complex housing financing, manage a budget, report on finances clearly, and plan for a sustainable financial future

- Willingness to learn and engage in hands-on management of finances, projections, and to support experienced staff in work completion

Facilitative, Authentic, and Open Leader

- Warm, compassionate, respectful, and approachable
- Proven experience with racial equity issues and practices in the housing industry and systems
- Calm and cool under pressure
- Able to clearly articulate priorities and decisions and to bring people along

A Seasoned Executive Manager

- Experience with organizational and staff management, including excellent supervisory skills and the kindness and passion to develop, support and lead a team
- A proven record of success in managing growth
- Experience with managing risk; a solution-finder
- Very organized, with the ability to manage many details and initiatives simultaneously
- Familiarity with nonprofit board recruitment, cultivation, and engagement

Desired Credentials

- A minimum of 7 -10 years of experience as an organizational leader with increasing levels of responsibility

Compensation and Benefits

This is a full-time, salaried, exempt position with a starting salary range of \$155,000 - \$170,000. Group benefits include medical coverage (100% of individual coverage, 80% for family coverage), dental insurance, life insurance. WCHR also offers 12 paid holidays, a 401K retirement plan, and 20 days of vacation.

Application Process and Additional Information

WCHR provides equal employment opportunities to all applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Women, minorities, individuals with disabilities, and veterans are encouraged to apply.

Candidates must include a resume and a cover letter, both in PDF format, which describe how qualifications and experience match the needs and mission of WCHR. Applications will be accepted until the position is filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions can be submitted to Nancy at: njackson@eostransitions.com.