



Home City Development, Inc. Seeks Executive Director

About Home City Development, Inc.

Founded in 1968, [Home City Development, Inc. \(HCDI\)](#) develops and operates real estate in Springfield and other Western Massachusetts communities with a special focus on resident-centered mixed-income housing. HCDI has a long history of tackling diverse and unique development projects, including multi-family, mixed-use, and home ownership housing either through rehabilitation or new construction in both inner-city and suburban locations. Ultimately, HCDI is committed to building stronger neighborhoods with high-quality, safe, affordable homes. Recent and past development projects can be viewed [here](#).

HCDI not only takes pride in providing highly attractive and sustainable places to live, but also in building the social infrastructure essential to community life through its [Resident Engagement Program](#). From after-school teen programs, to workforce readiness and financial independence classes, to early childhood literacy programs, homeownership counseling and community gardening, HCDI encourages residents to reach for their goals and engage in a mutually supportive and respectful community.

Operating from its headquarters in Springfield, MA, HCDI has a staff of fourteen and an annual operating budget of approximately \$7 million, inclusive of its property management activities. HCDI is overseen by a nine-member Board of Directors comprised of community leaders who have a deep understanding of the affordable housing and community development sectors as well as strong commitments to HCDI's mission.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a well-respected, mission-driven nonprofit with deep local roots, strong partnerships, and a stellar reputation for developing and managing real estate in Springfield and Western Massachusetts. Guided by a belief that high-quality, safe, affordable homes are an integral component of community development and stability, key responsibilities for the Executive Director include:

- Navigating the transition from a long-serving, retired leader and ensuring that existing strong relationships with partners, collaborators, lenders, and government officials are maintained and grown.
- Partnering with the Board of Directors to refine the organization's mission, vision, and strategic direction to strike the optimal balance between real estate expansion and community development and to define the geographic focus which will best contribute to HCDI's long-term sustainability.
- Refining HCDI's messaging and strengthening its partnerships with landowners, political entities, and other housing organizations to magnify its visibility and grow opportunities to expand its diverse housing portfolio.
- Improving efficiency and efficacy of HCDI's property management function to grow its reputation as an exceptional landlord.
- Upgrading, professionalizing, and modernizing HCDI's internal systems, processes, and technology to improve staff efficiency and tenant services.
- Championing an organization-wide culture of inclusion and belonging while implementing professional human resource practices to allow HCDI to recruit and retain high-quality staff willing to make long-term commitments to the organization.

- Upgrading communication practices so HCDI staff members and its residents are solicited for input and equally well-informed about ongoing operations and emerging priorities.

Profile of the Ideal Candidate

Preferred Experience:

- A minimum of five years of successful leadership in the community-based non-profit development sector or at an equivalent organization.
- Experience with and passion for real estate and community development with a particular emphasis on affordable and multi-unit housing.

Skills and Qualities:

Strategic Leader with Housing Expertise

- Strong background in real estate development, particularly affordable housing, with an understanding of urban environments and community-centered development strategies to grow HCDI's capacity to expand its housing portfolio.
- Familiarity with housing stakeholders with the skill and temperament to quickly build relationships and establish credibility.
- Strong financial acumen and understanding of the complexities of real estate development and affordable housing finance, specifically LIHTC.
- Visionary and strategic thinking to grasp the big picture, set targeted goals, communicate those goals effectively, and engage and motivate staff to achieve established goals.
- Passion for affordable housing and community development, particularly using housing as a tool for change.

Networker and Relationship Builder with Excellent Communication Skills

- Approachable leader able to build strong and lasting relationships with lenders, partners, landowners, etc. and demonstrate the political and negotiation skills needed to advance HCDI's strategic initiatives.
- Committed networker able to deepen connections and understanding of HCDI's communities, particularly Springfield.
- Experience working with diverse populations, including low-income communities and at-risk youth, and able to engage with people of different races and ethnicities and navigate multicultural politics.
- A present, authentic, and accessible leader who demonstrates humility and equitable treatment for all.
- Transparent, open-minded, and excellent communicator, an active listener who can balance empathy with accountability.

Team Leader and Culture Champion

- Experience hiring the right people, delegating effectively, and fostering teamwork to build and maintain a cohesive, interconnected, and mission-focused team.
- Understanding of organizational dynamics to implement the ideal structure to grow and scale HCDI while maintaining its "small shop" mentality while also developing staff for the future challenges and complexities of the shifting landscape of affordable and low-income housing.
- Empathetic, honest, straightforward, and trustworthy team leader with a strong moral compass, someone who genuinely cares about HCDI's mission and staff.
- Able to embrace and embody HCDI's culture and values and demonstrate servant leadership, humility, and respect for diverse knowledge and expertise.
- Experience growing the commitment, contribution, and effectiveness of a Board of Directors.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$175,000 to \$200,000, commensurate with experience and qualifications. HCDI also offers a comprehensive and generous benefits package which includes health, dental, vision, group life and disability insurances, a retirement plan, and generous time off. This is predominantly an on-site position.

Application Process and Additional Information

HCDI is an equal opportunity employer and views diversity, inclusion, and cultural competence as vital guiding principles in its work. HCDI welcomes and encourages applications from visible minority group members, Indigenous persons, members of the LGBTQ community, persons with disabilities and others who may contribute to the diversity of the organization and reflect the diversity of the communities served.

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 HCDI. A background check will be required for finalists.

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, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at:

jtarkin@eostransitions.com.