

November 15, 2017

**Baltimore Regional Housing Partnership, Inc.**  
**Executive Director**  
**Position Description**

The Baltimore Regional Housing Partnership seeks an innovative, energetic, experienced, and passionate individual to serve as Executive Director. BRHP manages one of the nation's most successful housing mobility programs, which has improved the quality of life for over 3,800 families using Housing Choice Vouchers.

Created as a result of the civil rights case *Thompson v. HUD*, BRHP provides access to housing in opportunity areas across Central Maryland. These housing opportunities open educational and economic pathways to a better future for disadvantaged families and compensate for the legacy of housing segregation in public and assisted housing. In 2018, BRHP will assist several hundred families to move to communities of opportunity, and it will continue to serve at least 4,400 families thereafter. Under contract with the Housing Authority of Baltimore City, BRHP has an annual budget of approximately \$70 million and employs 50 full-time staff.

In addition to using Housing Choice Vouchers to expand housing opportunities, BRHP has used capital grants, worked for housing authorities, and has pursued other innovative strategies to improve the market for mobility.

As a result of BRHP's success, the organization has a responsibility not only to expand and enhance housing choices in Maryland but also to advocate for housing mobility and advise agencies throughout the country on how to provide quality, affordable, accessible housing outside areas of concentrated poverty. BRHP seeks an Executive Director who can continue the high quality services it currently offers and also contribute to and implement a strategic vision to expand BRHP's impact locally and nationally.

**Essential Duties and Responsibilities**

BRHP's Executive Director reports to the Board of Directors, which includes civic leaders from the Baltimore region, voucher-holders, and public housing residents. The Executive Director must be an experienced manager, strategic thinker, and visionary leader. In collaboration with and under the direction of the Board of Directors, the ED is expected to:

- Lead BRHP's implementation of the Baltimore Housing Mobility Program;
- Contributes to BRHP's overall strategy and vision, including advocating for and advising housing mobility programs both regionally and nationally;
- Acquire and cultivate the talent and resources to implement BRHP's strategy and vision;
- Set organizational policies and procedures and manage their implementation;
- Assure compliance with all applicable regulations and the *Thompson* settlement agreement;
- Serve as BRHP's spokesperson before external audiences;
- Maintain good working relationships with *Thompson* plaintiffs' counsel, HABC, HUD, other governmental entities, elected officials, landlords, housing developers, participants in the Baltimore Housing Mobility Program, and other partners and stakeholders;

- Lead the design and implementation of fundraising efforts;
- Develop new programs that serve organizational goals;
- Support the Board of Directors, including setting the vision and mission and helping to identify, recruit, and orient board and advisory committee members.

## **Qualifications**

### **Required**

- Minimum of five years' experience in administration and management of a for-profit, not-for-profit, or government organization;
- Demonstrated ability to take the initiative;
- Excellent speaking and writing skills;
- A demonstrated commitment to fair housing and social justice more broadly;
- A track record of thinking broadly and creatively;
- A reputation for good judgment;
- Proven ability to work well with others who are in a variety of roles, such as board members, supervisors, colleagues, reports, customers, consultants, and funders;
- Working knowledge of effective strategies that advance fair housing goals and increase the supply of affordable and assisted housing;
- Record of success in leading effective teams;
- Prior experience connecting disadvantaged families to transformative opportunities; and
- A reputation for insisting on excellence and coaching others to deliver it.

### **Preferred**

- Advanced degree in public administration, public policy, law, business, finance, or other related field or equivalent experience;
- Prior experience in the housing choice voucher program, affordable housing development, and/or public housing administration, and a working knowledge of HUD funding, programs, and policies;
- Understanding of the Baltimore region, including government, nonprofit organizations, social service providers, and the housing market; and
- Demonstrated success in working with a board.

### **Salary and benefits**

- Salary commensurate with experience;
- Health and dental insurance, including HSA;
- Life insurance;
- Short term and long-term disability insurance;
- 403b retirement plan; and
- Holidays, vacation and sick leave.

**Application**

The position is open until filled. Send resume and a cover letter or email explaining your interest in the position to:

Search Committee  
c/o Baltimore Regional Housing Partnership, Inc.  
20 South Charles Street, Suite 801  
Baltimore, MD 21201  
[resumes@brhp.org](mailto:resumes@brhp.org)

*Baltimore Regional Housing Partnership, Inc. is an equal opportunity employer.*