



## President & CEO AHC Inc. Arlington, VA

AHC seeks a President & CEO to provide visionary leadership for the staff and community as the organization continues to grow and enhance its holistic approach to providing services and high-quality affordable housing to thousands of residents in the region.

### About AHC



Founded in 1975 and known initially as the Arlington Housing Corporation, AHC has evolved into a full-service owner and operator of low- and mixed-income housing communities in Northern Virginia, the District of Columbia, Montgomery County, and the Baltimore area. Through a comprehensive approach that addresses the holistic needs of residents, AHC provides high-quality service-enhanced living environments that help build stable and productive lives for residents and their communities. AHC's outstanding track record of revitalizing communities has earned the organization membership into the [Housing Partnership Network](#) and membership in and an exemplary rating from [NeighborWorks](#).

AHC program areas include:

- **Real Estate Development:** AHC is one of the largest developers of affordable and mixed-income housing in the region. Having developed more than 50 properties providing more than 8,000 affordable workforce and market-rate homes, AHC takes pride in its long-time partnerships and quality developments that strengthen neighborhoods and boost property values.
- **Resident Services:** Since its start in a vacant apartment in 1993, AHC's resident services have evolved into a multi-faceted program that nurtures children from elementary through high school and provides a variety of educational opportunities and social services for parents and senior citizens in AHC-owned buildings. AHC provides these services to 3,000 residents annually, benefiting from the support of a thousand volunteers and supporters as well as partnership with 50 community organizations. AHC is particularly proud of the support provided to AHC residents during the COVID crisis, which included food distribution, vaccine dissemination, rent relief, and mental health assistance.
- **Construction Management:** In addition to the real estate development team, AHC has an in-house construction management division that provides owner's representative services to the development and asset management teams, including assistance in the selection of architects, civil engineers, and other predevelopment planning and capital improvement activities. Once construction begins, the construction management division manages requests for information, potential change orders, and other monitoring of general contractors.
- **Asset Management:** AHC's asset management team works to ensure the long-term quality of AHC properties and is tasked with overseeing and working with the third-party management companies for AHC properties. AHC is working to improve the feedback from residents on property conditions through enhanced staff and resident communications and by adding two AHC



property residents to the AHC Board. Looking ahead, a number of AHC properties are reaching the end of their 15-year Low Income Housing Tax Credit compliance period. AHC is exploring the long-term strategy for these and other properties in the portfolio.

### **Organizational Transitions**

AHC is in an important transition period focused on organizational leadership and culture. AHC's long-tenured President & CEO retired in May 2021 and several additional senior leaders have announced their planned retirements in 2022. An Interim CEO assumed leadership of the organization in July 2021 and will continue to serve in the role until a President & CEO is appointed. On December 1, 2021, AHC announced that it will shift to third-party management and discontinue its property management subsidiary toward the end of the first quarter of 2022. To learn more about AHC, visit <https://www.ahcinc.org/>.

### **The Position**

AHC is looking for a visionary President & CEO with strong management skills who can build on AHC's outstanding real estate development track record and help the organization continue to evolve into a more collaborative work environment that centers residents in all its activities.



The President & CEO will lead an organization with a \$12M budget, a staff of approximately 85, and a 12-member Board of Directors. AHC's President & CEO provides leadership to and receives support from a talented and recently restructured Senior Management team that includes: the Chief of Staff, the Chief Financial Officer, the Director of Human Resources, the Director of Resident Services, the Director of Real Estate Acquisition, Construction & Portfolio, the Director of Real Estate Development & Portfolio Strategy, and the Director of AHC Greater Baltimore.

AHC's President & CEO will:

- Provide strategic direction, collaborative leadership, and strong management to the organization, in partnership with the Board of Directors and Senior Management Team.
- Foster communication channels between Board and senior staff to maintain transparency on organizational matters and continue to strengthen the governance model to elevate the board's participation as a true governing partner.
- Inspire staff, validating their dedication to the mission and encouraging their commitment to the work following a period of major organizational transition.
- Continue AHC's progress toward building a more diverse, inclusive, and equitable work environment across programs and teams where multiple perspectives are heard and valued.
- Lead the organization in a strategic planning process that articulates clear priorities highlighting resident services, residents' voices, and racial equity.
- Ensure thoughtful, well-researched decision-making processes regarding financing, expansion, and acquisitions of new properties and long-term management and ownership of properties.
- Oversee finances and adjust the business plan as needed to preserve a balanced budget that reflects the priorities identified in the strategic plan and upholds the mission.
- Serve as the external facing leader of the organization, maintaining and enhancing key relationships with the community, residents, local officials, and development partners across the region; sustain the public's confidence in AHC.
- Advocate for affordable housing funding and policies at the local, state and federal levels.

## **Experience and Attributes**

Successful candidates for the President & CEO role will possess:

- Experience in and commitment to providing high-quality resident-focused affordable housing, although direct real estate development is not required.
- Passion for AHC's mission; commitment to serving in the best interest of residents.
- Cultural competency and experience serving diverse populations.
- Track record of leading a team with transparent and collaborative measures while building a diverse and inclusive work environment.
- Strong management skills and business sense to assess operations and provide financial oversight to the board.
- Ability to assess risk and foster strategic and collaborative decision-making processes.
- Approach to change management that leverages AHC's history and the talents of AHC staff, while simultaneously identifying and implementing changes that deepen the racial equity focus and better incorporate residents' needs in organizational decisions.
- Ability to connect with internal stakeholders, AHC residents, local officials, and the broader community to build relationships and advocate for affordable housing policies and funding.
- Strong and persuasive communication skills.

The President & CEO is a full-time position and will be expected to attend evening and sometimes weekend meetings with external stakeholders including the housing commission, local government, advocates, residents of properties AHC manages, and others.

## **Application Process**

To apply, upload resume, cover letter, and salary requirements by [clicking here](#). For other inquiries, contact Peggy Sand at [Peggy.Sand@marcumllp.com](mailto:Peggy.Sand@marcumllp.com) or Sam Sadiv at [Samantha.Sadiv@marcumllp.com](mailto:Samantha.Sadiv@marcumllp.com). Resume reviews begin immediately.

*AHC is committed to equal employment opportunity. We will not discriminate against any individual in the terms and conditions of employment on the basis of race, including traits historically associated with race such as hair texture, hair type, and protective hairstyles such as braids, locks, and twists; color; religion; sex; sexual orientation (actual or perceived heterosexuality, bisexuality, or homosexuality); gender identity, including one's gender-related appearance or other gender-related characteristics, with or without regard to the individual's designated sex at birth; marital status; disability; pregnancy, childbirth, or related medical conditions, including lactation (either direct feeding of a child or the expression of milk from the breast); age; status as a veteran; national origin, or any other protected characteristic, in accordance with applicable federal, state and local law. The Company strictly prohibits discriminatory, harassing, or retaliatory conduct based upon the foregoing) by coworkers, third parties, supervisors, or managers. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, transfers, compensation, benefits, and training.*

## **About Raffa – Marcum's Nonprofit & Social Sector Group**

On behalf of AHC, Raffa – Marcum's Nonprofit & Social Sector Group is working with the Board of Directors to advance the search. Founded in 1984 and recently merged with Marcum, Raffa is, and always has been, a mission-driven professional services firm seeking to do more for nonprofits and socially conscious companies like AHC. Learn more about our work at <http://marcumllp.com/industries/nonprofit-social-sector>.