



Director of Public Policy Position Announcement

HAND invites applications for the **Director of Public Policy**, a role that is critical to the organization's growth and sustainability. The person in this position will lead the design and implementation of a public policy agenda, grounded in the advancement of racial equity, development and preservation of affordable housing and environmental justice. As the lead spokesperson for HAND's Housing Indicator Tool, the ideal candidate will bring both enthusiasm and experience in leveraging actionable solutions that address the region's affordable housing crisis and operationalize race equity through facilitation and practice. Building and sustaining a network of cross-sector alliances, each with the goal of centering resident voice, the position will lead advocacy efforts that realize the promise of a region where all can thrive.

HAND is a nonprofit membership collective comprised of over 450 institutions working across the private, public and social sectors to collaborate in the production and preservation of affordable housing in the Capital Region of Baltimore, Washington, and Richmond. Representing the ecosystem of partners who collaborate in bringing equitable communities to fruition, HAND works to disrupt the systems that perpetuate inequity in the communities we serve. We do this by embedding racial equity into our operations, practices, and programming, and activating our membership through policy forums and advocacy designed to drive impact for Black and brown communities residing at the sharpest intersections of inequity. Unique to HAND, is the depth and breadth of disciplines represented within its member base, including: **Real Estate Developers, Government Agencies, Financiers, Resident Services, Housing Counselors, Tech, Architecture, Law Firms, Advocates, Think Tanks, Property Management, Healthcare, Homeless Services, Philanthropy, Environmental, Universities, and Faith Institutions.**

GUIDING PRINCIPLES

CONVENE Provide opportunities for members to come together across jurisdictions and sectors and strengthen relationships in support of a shared commitment to equitable development.

EDUCATE Engage and support members through collaborative learning, trainings, and resource sharing that builds our members' capacity to dismantle structural racism and drive action towards solutions that address the region's affordable housing crisis.

ACTIVATE Amplify our collective voice and leverage our unique ability to challenge the "business as usual" paradigm to advance equity and justice through policy, systems, and institutional change.

CENTERING EQUITY & JUSTICE HAND envisions a future where Black and brown communities share equitably in the knowledge, wealth and resources uniquely represented in and between Baltimore, Washington and Richmond. Despite continued economic growth, the rise of inequality persists - with compounded inequities impacting communities of color, challenging their humanity and opportunity to realize their full potential. HAND remains committed to catalyzing research, bold solutions and action that realizes the promise of a region where all can thrive.

The Opportunity

The Director of Public Policy, a full-time position reporting to the Executive Director, works closely with HAND's five-member staff and team of consultants to execute the organization's public policy agenda. Key responsibilities include:

Content Leadership & Management

- Work collaboratively with the Executive Director, the Urban Institute and research partners to refine and enhance the Housing Indicator Tool (HIT) annually to meet desired reporting needs and policy objectives.
- Maintain resource mapping and tools to support HIT policy activations.
- Support the Executive Director in fundraising and strategic engagement of new partners and funders that align with HAND policy strategies.
- Identify funding prospects, develop concepts and proposals, and oversee or write grant reports.
- Lead the evaluation of policy agendas to support grant and impact reporting.
- Monitor budget proceedings and conduct policy analysis (Federal, State, Local) for the HIT with targeted focus on the Capital Region.
- Update HIT policy audit quarterly to inform advocacy strategies; develop call to actions for Private, Public, Philanthropic, Nonprofit and Community Groups.
- Source opportunities for HAND to influence legislation and policy at the state and local level, including commenting on proposed legislation and rules, prepare and present testimony, submit letters of support, and advocacy materials.

Stakeholder Engagement | Private, Public & Social Sectors

- In collaboration with consultant, design and facilitate policy activations that garner resources and support for an affordable housing agenda incorporating race equity and sustainability lenses; design facilitation materials, tools, and resources as needed.
- In advance of annual data collection efforts, maintain relationships with federal, state and local leadership, elected officials, and equity officers to support jurisdictions in meeting annual production and preservation goals; encourage participation in annual data collection survey.
- Develop and implement plans for collaboration with regional coalitions and communities of practice that support HAND's policy platform.
- Identify key HAND members and partners with aligned focus on BIPOC communities to empower resident participation in civic discussions on housing and community development.

Sector Leadership & Thought Leadership

- Stay informed of the latest policy research, news, and trends impacting affordable housing policy and production; integrate new findings into the perspectives HAND shares with members and partners.
- Contribute original content to HAND's digital communications, blog, and social media platforms.
- Represent HAND on select housing advisory boards, committees or commissions.
- Attend industry conferences to represent HAND as a keynote/panelist (or as a partner/proxy to the Executive Director).
- Present HAND content to a spectrum of community development audiences across the private, public and social sectors.
- Design and present policy updates to HAND Board of Directors at quarterly meetings.

Qualifications

HAND is supported by a lean and entrepreneurial five-person team that supports the operations of the organization. The Director of Public Policy will work in collaboration with consultants, board members, committees and other stakeholders to design policy activations that garner support for public policy efforts at the intersection of race equity, development and preservation of affordable housing and environmental justice. The ideal candidate for this position will have:

- 6 - 8 years of public policy and advocacy experience
- Strong understanding of federal, state and local community development policy issues at the intersection of race equity, sustainability and affordable housing.
- Demonstrated success building relationships, working in coalitions, supporting community partners, and working collaboratively with staff and partners.
- Ability to facilitate workshops, webinars, and digital convenings.
- Experience designing content for stakeholder engagements, newsletters, conferences, panels, etc.
- Advanced written, interpersonal and public communication skills with a growing skillset in strategies to build internal community and culture through virtual communication platforms.
- Strong conflict resolution skills and comfortable engaging in courageous conversations about equity, anti-racism, and racial accountability.
- Experience contributing to fundraising proposals and cultivating new and existing relationships to drive impact.
- Creative thinker and problem-solver; Ability to initiate tasks and assume responsibility for them, to work with minimal supervision in a high-production position.
- Strong organizational and time management skills; demonstrated success managing multiple tasks concurrently and completely, with responsible follow-through.
- Proficient computer skills and strong aptitude with software for applications in word processing, spreadsheets, website, and managing document flow.
- Ability to travel throughout the metropolitan Washington region (including Washington, D.C., Maryland and Northern Virginia) to different meetings and activities.

Compensation & Benefits

- Compensation is commensurate with experience.
- A robust benefits package that includes employer-funded healthcare (Health, Dental, Vision), Life and Disability Insurance; 403(b) Retirement Plan with vested matching; Paid time off and Sick Leave. Mental health wellness resources are available, as well as professional development opportunities.
- Wi-Fi and Travel Expenses are reimbursed monthly.
- Lab top, printer, mobile phone, software, and office supplies required for the position are provided.

To Apply

HAND is dedicated to promoting diversity, equity, and inclusion {DEI}. DEI is more than a commitment at HAND—it is the foundation of who we are. Black, Latinx, Indigenous, and others who identify as nonwhite are encouraged to apply for this role. Apply by emailing a Cover Letter & Resume to

hrraspberry@HANDHousing.org.