



Senior Program Manager: Mid-Atlantic (MD, DC, VA, DE)

Who we are:

For over 30 years, CSH has changed the lives of people who have been marginalized and are our most vulnerable neighbors by:

- Helping communities create over 385,000 homes for individuals and families who did not have one;
- Bringing hope to thousands who thought they would live on the streets or reside in institutions; and
- Ensuring not only a stable home for each, but access to the services that brought healthcare, recovery and training to their doorsteps.

CSH has proven supportive housing can change the lives of individuals, families, and communities. We have created a team of nationally recognized experts who are dedicated to our organization and its goals. We attract talented and diverse individuals, offer competitive salaries and benefits, generous leave and paid time off, and fully embrace the philosophy that work-life balance is achievable. With the goal of attracting proven candidates committed to making a difference and who aspire to advance our mission, CSH is now accepting applications for Senior Program Manager (SPM).

Why we need you:

CSH is seeking a results-oriented individual committed to racial equity, advancing anti-racism practices, and sharing their financial talent to support a mission-driven organization that leads efforts to expand housing and service solutions for highly impacted populations. Applicants must live in Maryland, DC or Virginia and will work remotely from home.

What you will do:

- Work throughout the Mid-Atlantic geography on projects that increase quality supportive housing.
- Manage projects ensuring clearly defined team roles, on-time and on-budget deliverables, and delivery of quality products. CSH expects project managers to foster a work environment based on quality teamwork, mutual accountability, and high-quality performance.
- Establish and maintain high quality relationships and partnerships with key community stakeholders while providing in-depth technical assistance to local government, nonprofit, and private sector partners to create high quality supportive housing pipelines in the Mid-Atlantic region, including aligning resources and facilitating ongoing effective coordination amongst diverse partners.
- Develop and deliver trainings and webinars along with written resources.
- Create and deliver in-person and virtual technical assistance (TA), trainings, and facilitation. In all TA, incorporate an emphasis on racial equity and community ownership, to prioritize and advance racial equity in all CSH led projects by addressing racial disparities in housing and services, and to engage and collaborate with communities of color, culturally specific organizations, and persons with lived experience.
- Utilize CSH's Race Equity Framework to identify racial inequities in the work.
- Utilize data to assess and analyze cross-sector data trends related to supportive housing priority populations and local housing markets.
- Identify opportunities and learnings from projects, to disseminate recommendations and impact across CSH teams and regions, making appropriate connections to share knowledge, experience and advice. Support business development and team work planning.



How we work:

CSH staff are adaptable, entrepreneurial, creative, and flexible problem-solvers. We are strategic thinkers who are committed to racial equality and treating each other—and the communities we serve—with respect. You should share a passion for the CSH mission and possess the skills to meet the expectation of this role to help shape how we share our ambitious mission.

Specifically, we are seeking:

- Experience in the field of supportive housing, affordable housing development and finance, behavioral and primary healthcare, community development and/or related fields.
- Bachelor's degree or equivalent, or any combination of education, training and experience that demonstrates the ability to perform the duties of the position. This includes lived experience of homelessness, housing instability, participation in housing programs, etc. and professional and/or volunteer experience in the homelessness field.
- Experience incorporating the perspectives of multiple communities, including communities of color, in the consideration of impacts and outcomes of a decision-making process.
- Ability to facilitate discussions and train large size groups both virtually and in-person
- An understanding of the concepts of institutional and structural racism and bias, white dominant culture and structures of power, and their impact on underserved and underrepresented communities is preferred.
- Project management experience, with demonstrated leadership and organizational skills and the ability to manage project teams, project budgets and deadlines with moderate supervision.
- Strong verbal and written communication skills, facilitation and training, active listening, and ability to present to diverse audiences, specifically racially, ethnically and socially diverse communities.
- CSH uses a Microsoft Office environment. Proficiency is required or a commitment to self-learn and achieve proficiency upon hire.
- Candidates must provide their own access to a secure high-speed internet signal (preferably hard wired) at a capacity sufficient to support video, web, and email processing simultaneously based on their personal work environment. This is typically 100Mb and above.
- Frequent local and regional travel and occasional national travel required. This position requires regular travel within the Mid-Atlantic (DC, MD, VA, DE) and occasional travel nationally.

Compensation:

CSH offers generous benefits, opportunities for professional growth, and competitive salaries based on geographic location. It is customary for candidates to join CSH at the lower half of the range to leave room for candidates to grow, expand, and develop in the role and range. It is uncommon for starting salaries to fall above the mid-point. We negotiate actual salaries with final candidates based on their exact location, experience in similar roles and expertise related to the qualifications. This information is offered in support of our commitment to transparency.

- SPM in highest geography (E.G. Washington, DC) \$95,000 - \$119,000
- SPM in mid-range geography (E.G. Baltimore) \$82,000 - \$102,000
- SPM in low range geography (E.G. Richmond, VA) \$75,925 - \$113,887

Interested in joining our team as a leader in the national supportive housing movement?

To Apply: Candidates should apply through the link below. All candidates should attach their Resume, Cover Letter, and Salary Expectations as one Microsoft Word or PDF document. Please indicate which position you are applying for in your application and your preferred geographic location. We encourage applications by March 10th.

[APPLY](#)