

Vice President, Housing Policy

Grounded Solutions Network | October 23, 2023 | Washington, DC

About Grounded Solutions Network

[Grounded Solutions Network](#) is a national affordable housing focused nonprofit dedicated to shaping communities to be equitable, inclusive and filled with opportunity for all. Where we live matters. Housing determines what opportunities we have and how our kids grow up. Everyone should be able to live in a place that offers opportunity: access to jobs, parks, public transit, quality schools and stable homes. Strong and inclusive communities provide the foundation that people and families need to thrive, both in the present and for future generations.

As a national membership organization, we support nonprofit and government practitioners, community resident leaders, advocates, elected officials, and other housing professionals with the tools, resources and knowledge they need for success. We promote the creation and preservation of quality housing that remains affordable for generations. Our work specifically targets creating and expanding housing with lasting affordability, using a racial equity lens.

Our network defines “Lasting Affordability” as housing solutions that last for generations; including both for-sale and rental housing models and policies that extend affordability beyond the typical spans of five, ten or 30 years. Our mission aligned models, practices, and policies preserve affordability options for a minimum of 40 years and, whenever possible - in perpetuity.

Through our network members and partnerships, Grounded Solutions exponentially transforms the lasting affordability housing sector in the US. We do that by preserving, producing and sustaining affordable housing with a specific focus on BIPOC, under-invested and marginalized communities. Our key objectives include:

- Cultivating high-capacity housing program operators with strong partners and enabling policy environments that leverage market opportunities to exponentially scale lasting affordability.
- Reducing the national housing supply deficit, which is the major barrier to increasing the number of units with lasting affordability.
- Creating increased baseline understanding of existing lasting affordability field-wide unit portfolios (both homeownership and rental) and the systems required to track progress and demonstrate impact through clear impact metrics.
- Providing field-level leadership to increase housing with lasting affordability program capacity to develop, sustain, and scale.

For more information on Grounded Solutions Network, please visit <https://groundedsolutions.org/>.

The Opportunity

Grounded Solutions Network is searching for our very first Vice President of Housing Policy as a proactive leader to oversee a housing policy team and work collaboratively with our growing nationwide network of members, strategic partners, consultants, and external stakeholders to shape community

driven policy proposals and guide coordinated advocacy at the local, state, and national levels. The Vice President of Housing Policy will also oversee the development and implementation of shared equity and inclusionary housing focused policy tools, frameworks, briefs, and legislative campaigns that advance the organization's programs and special initiatives, while maintaining consistency with the organization's brand and mission.

Based in Washington, D.C. and working under the supervision of the Chief Executive Officer, the Vice President of Housing Policy is responsible for shaping and leading our various policy strategies and initiatives, with a significant emphasis on measurable outcomes that advance both scale and defined racial equity goals. They will develop and lead collaborations at the local, state, and federal levels to advance coordinated policy agendas, providing leadership and effective management of legislative coalition relationships and activities. They will collaborate with internal senior staff leaders from Communications, Research, Program Impact Evaluation, and Technical Assistance teams.

The Vice President of Housing Policy takes a lead role in creating and sustaining a positive organizational culture, and consistently influences others to define measurable outcomes. They actively participate in senior leadership team and staff meetings, retreats, or initiatives, help create opportunities to improve efficiencies, and encourage creativity, innovation, collaboration, and problem solving throughout the organization.

Candidate Profile

While no one candidate will have every experience outlined in the position description, ideal candidates will have the following professional and personal qualities, skills, and characteristics:

Program Strategy

Work collaboratively with key housing coalitions, stakeholders and consultants to develop and implement a strategic policy framework and agenda to expand resources and support for housing with lasting affordability.

Proactively lead, strategize, and oversee the preparation of affordable housing focused reports, briefings, presentations, and responses on local, state, and national legislative issues which are directly relevant to our desired policy outcomes.

Lead, build, and track Grounded Solutions' strategic policy framework deliverables & progress according to measurable outcomes consistent with organizational goals and priorities.

Act as an in-house policy expert and partner with key program leads to move the policy work and beyond forward.

Identify, track, and strategize on key legislations impacting Grounded Solutions' policy priorities.

Policy Leadership

Conceive, plan, and drive new public policy initiatives that will elevate Grounded Solutions Network's leadership visibility and positive reputation on housing with lasting affordability.

Engage and build relationships with HUD, FHFA, GSEs, Congressional, State and municipal policymakers, network members, thought leaders, and activists to advocate for Grounded Solutions' policy agenda; shaping the local, state, and national debate to result in approval of laws that increase the availability of shared equity inclusionary housing, and other options with lasting affordability.

Create, plan, and host policy forums and events on behalf of Grounded Solutions Network and in conjunction with partner organizations.

Be a thought partner and provide support to other senior staff team leaders, as well as the CEO, as needed.

Management and Supervision

Build, supervise, coach, and manage Grounded Solutions' dedicated policy team.

Maintain policy team alignment across all organizational long-term and strategic plans, as well as annual work plans, with clear definition of specific policy priorities designed to achieve measurable outcomes.

Manage and approve all local, state and national legislative activities, including workflow and goals, staffing, and funding priorities.

Manage strategic partnerships, coalitions, and advocacy campaigns aligned with our mission and as intended to achieve measurable outcomes.

In addition, strong candidates will have:

Demonstrated skills to plan and lead advocacy for policy priorities at the local, state and national levels through the development of policy briefs, testimony for hearings, outreach to and involvement of our network members.

Experience with establishing and maintaining direct communications with various branches of government (including Congress, FHFA, the GSEs), and building effective relationships with policymakers across the political spectrum.

Demonstrated ability to plan and collaborate with internal Communications staff team to articulate policy priorities to our network members and stakeholders through press releases, publications and social media.

Demonstrated ability to review and track proposed legislation that intersects with Grounded Solutions' policy priorities, such as providing clear regular analysis of issues to determine how national housing policy could better support effective state and local housing strategies.

Strong prior experience in affordable housing related policymaking and direct knowledge of and experience with federal economic policymaking institutions, and various executive branch agencies.

Demonstrate a strong personal commitment to and understanding of the critical need for racial equity in the context of local, state, and national housing policy.

Excellent writing, analytical, and oral presentation skills, particularly in analyzing and/or producing policy briefs, memos.

Minimum of total 10 years working in a comparable role for a national organization, with at least five or more years of experience in the affordable housing field, particularly related to inclusionary and affordable homeownership policies.

Master's Degree in Public Policy, Political Science, Government Affairs or a related field.

COVID-19 Requirements

GSN's mandatory vaccine guidelines require all employees to be fully vaccinated by their start date. At this time, GSN defines "fully vaccinated" to mean that two weeks have passed since a second dose of the 2-dose series for the Pfizer or Moderna vaccines, or a single dose of the Johnson & Johnson vaccine. A current employee or applicant (i) who has a disability or qualifying medical condition that

contraindicates a COVID-19 vaccination, (ii) whose sincerely held religious belief, observance or practice conflicts with the vaccination requirement, or (iii) who qualifies for an exemption under applicable state or local law may request an exemption from this vaccination policy.

Compensation & Benefits

The annual base salary for this role will be based on the successful candidate's skills and experience. Base salary range will be \$175,000 - \$200,000.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alicia Salerno and Tatyana James of Koya Partners have been exclusively retained for this search. Please submit a compelling cover letter and resume by [filling out our Talent Profile](#).

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. We seek candidates who are dedicated to achieving racial equity as both a process and outcome. We are committed to building a staff team that is as racially and culturally diverse as the communities that we serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.