

## Social Impact Manager

ID 2021-4360

### Location

US-VA-Arlington **Type** Full-time

#### Overview

#### **Who We Are/The Social Impact Opportunity**

JBG SMITH has partnered with the Washington Housing Conservancy (WHC) to launch an innovative housing and community building initiative designed to preserve affordable housing in the DC region and promote economic mobility among low and moderate-income households. Through the initiative, WHC will acquire multifamily properties in high opportunity neighborhoods and rent them to a racially and ethnically diverse, mixed-income population. JBG SMITH will provide property management services at properties in the WHC portfolio.

WHC and JBG SMITH know that where people choose to live and work are some of the most important decisions they make, and those decisions have long-term consequences for themselves and others. That is why we are passionate about providing an exemplary community experience to our residents and the opportunity to work in an innovative, collaborative, and rewarding environment to our employees. We also know that housing, and how it is managed, can reinforce social exclusion or promote social inclusion. We are committed to advancing racial equity and inclusion through this initiative.

Joining this JBG SMITH/WHC housing initiative will provide you with the opportunity to be part of a cutting-edge start-up social impact venture and allow you to develop your career at JBG SMITH, which is a large and growing company that recognizes and rewards exceptional performance and focuses on creating a positive impact on every community we touch.

#### Responsibilities

#### **What You Will Do**

The Social Impact Manager is responsible for helping to advance the social impact strategy to enable all residents to achieve housing stability and economic mobility at WHC properties. While all team members will work collaboratively to help achieve this goal, the Social Impact Manager will have the responsibility to help support and hold colleagues and partners accountable to this vision of change. The Social Impact Manager will serve as a lead initiator, cheerleader, role model and documenter of the emergent social impact strategy.

WHC aims to promote housing stability and economic mobility through four core strategies: inclusive property management, placemaking, community building and human capacity and wealth-building. The Social Impact Manager will be responsible for helping to advance these four core strategies in an integrated way.

From a day-to-day perspective, the Social Impact Manager will enjoy getting to know residents and connecting them to each other as supportive neighbors, which will build a culture where everyone feels like they belong and has something to contribute. Driven by a quest to help all residents thrive, the Social Impact Manager will also excel at finding opportunities to connect residents with resources to help them achieve their personal goals. The Social Impact Manager will have a particular focus on creating a diverse, socially cohesive environment and connecting residents across lines of difference such as race, ethnicity, income and social background.

As a Social Impact Manager, your primary responsibilities include:

- Actively engaging residents, curating moments when they can have leadership in community life, solve problems, and support other residents.
- Helping to design and implement community building activities to bring residents together around shared concerns and interests and create a sense of belonging, agency and mutual support in the housing community
- Developing an in-depth knowledge of local resources and meeting with residents individually to understand their needs and aspirations so that we can offer to connect them with resources and support that is tailored to their personal goals.
- Along with other members of the JBG SMITH team, quickly responding to resident ideas and requests, building resident capacity to solve problems.
- Along with other members of JBG SMITH and WHC team, developing strategies to meet our social impact goals

#### **Qualifications**

As a condition of employment, all external candidates must provide proof that you are fully vaccinated from COVID-19 as of your first day of employment, unless a request for an accommodation had been approved. Fully vaccinated means two weeks has passed since the last dose in a two-dose series or two weeks after a single-dose shot.

#### **What You Bring**

In this JBG SMITH/WHC initiative, our culture is important. We intend for our communities to be unique and special and so is our team. We are committed to the highest standards of service, integrity, creativity and teamwork. Along with those qualities, the Social Impact Manager will also bring:

#### **Experience**

- Community building, property management, placemaking, social services and/or another helping profession that involves promoting individual and community social impact
- Working in multi-racial and multi-cultural teams
- Relationship building with people from different socio-economic backgrounds
- Creating innovative programs and strategies
- Event planning and execution
- Experience with anti-racism training preferred
- Experience with personal growth/leadership development training preferred

- Direct experience with the challenges of economic instability and deprivation

At least five years of relevant life or professional experience is preferred.

#### Personal Attributes

- Strong communication and interpersonal skills
- Exhibits genuine curiosity and desire to learn from others
- Creative problem-solver
- Draws energy from being with and among other people
- Self-awareness around identity, unconscious bias and participation in systemic racism
- A desire for learning and professional development
- Capable of honest reflection with self and others
- Courage and a forward-thinking mentality and an innovative, creative spirit

#### Key Skills

- Event planning and execution
- Artistic or creative expression
- Effective individual and group communication
- Conflict and mediation techniques
- Social media proficiency
- Second language proficiency a plus, particularly Spanish

#### How We Support You

In addition to providing employees with a great place to work, JBG SMITH focuses on supporting employees both personally and professionally with a wide range of industry-leading benefits\* including:

- Medical and prescription plans
- Tax-deferred 401(k) plan with company match
- Life insurance for employees, spouses and children at no cost
- Maternity & paternity leave program
- Generous paid time off with personal days and vacation days
- 20% housing discount at JBG SMITH communities (select number available)
- Ongoing training and professional development and a tuition reimbursement plan

*\* The list of benefits above only identifies certain benefits currently available. Benefits and other terms of employment may change at any time. All benefits are subject to eligibility requirements, enrollment criteria and the other terms and conditions of the benefit plans and programs. Certain benefits may require employee contributions, which also are subject to change. Additionally, for some roles, certain benefits provided are subject to the terms and conditions of a collective bargaining agreement.*

JBG SMITH is committed to hiring and retaining a diverse workforce. We are an Equal Opportunity Employer, making decisions without discrimination on the basis of race, color,

religion, sex, national origin, age, veteran status, disability, sexual orientation, genetic information or any other protected class, in accordance with applicable law.

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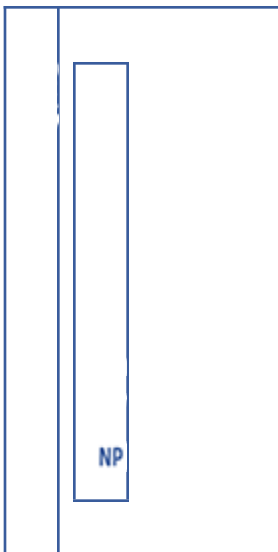
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