

NeighborWorks Community Partners Seeks CEO

About NeighborWorks Community Partners

The mission of [NeighborWorks Community Partners](#) (NCP) is to serve as a catalyst for building and strengthening communities. Formed in 2016 through the merger of several smaller housing-focused organizations in Western New York with a heritage dating back to the 1970s, NCP helps its neighbors to buy, repair, and keep their homes long-term. NCP's impact goes beyond immediate assistance or short-term solutions; it strives to improve neighborhoods, cities, and municipalities by leveraging resources and collecting data that builds positive results through additional partnerships and collaboration.

NCP's [services](#) are available in Greater Buffalo, Rochester, and Niagara Falls, New York. They include homebuyer education, low-interest lending, foreclosure prevention, home energy assessments, lead paint testing, and home rehabilitation grants + loan combinations. [Over the last year](#), NCP has performed more than 500 energy audits, graduated more than 2,000 students from its homebuyer education program, provided \$4M+ in loans, and helped more than 900 community members become new homeowners.

NCP employs a staff of 32 out of [four offices](#), has an annual operating budget of \$4.1m, and holds assets of \$18.4m. NCP is a charter member organization of NeighborWorks® America.

Opportunity Going Forward

The new CEO will join NCP at a pivotal time in the organization's development. The Board and staff are engaged in a strategic planning process that will guide the organization's objectives and impact over the next three years. While NCP expects to continue with its successful homeownership service portfolio, the organization is also planning to expand its focus on opening affordable housing options across its service areas.

NCP's next CEO will partner with a talented staff and a dedicated Board to drive the implementation of this strategic plan. High priorities for the CEO will include:

- Identifying, cultivating, and securing community partners, stakeholders, funders, and investors to support strategic priorities
- Working in partnership with the Board, refine the governance structure to strengthen operations and decision-making
- Aligning staff capacity to organizational priorities
- Providing high-quality management, training, and development opportunities to staff
- Embracing NCP's commitment to diversity, equity, and inclusion and advancing initiatives
- Strengthening the organization's approach to marketing and development

The CEO can work out of any of NCP's [offices](#) and will be expected to travel to each office and across the service area regularly.

Desired Credentials/Profile of the Ideal Candidate

- Belief in NCP's mission and alignment with the organization's values
- Bachelor's degree with at least 7 years of senior management experience
- Proven ability and intrinsic desire to build and implement a community outreach plan
- Knowledge of local, state, and federal housing programs
- Demonstrable success with revenue development, including experience working with foundations and other funders; relevant experience in Western NY is considered a plus

Skills and Experience

Exceptional Partnership Builder and External Representative

- Able to clearly and passionately articulate NCP's mission, values, and value proposition to a wide variety of audiences
- Enthusiastic, seasoned business developer with a proven ability to envision and implement a fund development strategy, including identifying, stewarding, and sustaining the donors and partners necessary to advance NCP's work
- Poised, persuasive leader who delights in serving as the face of an organization and is driven and excited to expand NCP's network
- Experience and exposure to real estate development in the affordable housing sector

Effective Manager of People and Operations

- Strategic thinker who can effectively assess opportunities for expansion and operational improvement and is able to enact those that are aligned with the organization's strategy and capacity
- Able to translate a multi-year strategic plan into clear annual/quarterly goals aligned with staff capacity and resources
- Holds self and others to equally consistent high levels of expectations, accountability, and performance by setting their own example and inspiring staff to perform at their best
- Serves as a mentor to others by modeling effective management practices and coaching staff in skill and professional development
- Astute team leader who builds a positive work culture by embodying the organization's values, building connections within and across all of NCP's offices, listening deeply to the expertise on the team, and valuing each team member's contributions
- Demonstrated commitment to Diversity, Equity, and Inclusion (DEI) and experience shifting organizational policies and practices to foster a more diverse and inclusive environment
- Fiscally sound business leader familiar with the financial complexities associated with community, economic and real estate development, and management

Collaborative Leader with Strong Communication and Problem-Solving Skills

- Experienced, transparent, and collaborative partner to a nonprofit Board of Directors to maximize its effectiveness; with a proven track record of success in working through strategic and fiduciary challenges
- An active listener with the desire to learn from people with multiple perspectives before acting and equally comfortable making and communicating the ultimate decision
- Facilitative leader who can engage in productive conflict such that it strengthens the outcome

Compensation and Benefits:

The starting salary range is \$115,000 to \$140,000, and the compensation package includes up to a 10% performance-based bonus. Benefits offered to full-time employees include medical, dental, vision, and disability insurance; 401K with employer match; HSA enrollment; paid time off (15 days) and 13 holidays.

Physical Demands and Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. NCP is an Equal Opportunity Employer.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; taste or smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

While performing the duties of this job, the employee is not exposed to weather conditions. The noise level in the work environment is usually moderate.

Application Process and Additional Information

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of NCP. If taking the job requires a candidate to move to Western New York, s/he/they should mention why that is a good fit for them at this time.

Applications will be accepted until the position has been filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

Eos Transition Partners consultant, Erin Cox, is managing this search. All submissions will be acknowledged and are confidential, and any questions can be submitted to Erin at:

ecox@eostransitions.com.