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HOUSING
CALIFORNIA

Executive Director
Full-Time

Job Description

Job Title: Executive Director
FLSA Status: Exempt
Reports To: Board of Directors

Organization Mission and Values

Housing California brings together a diverse, multi-sector network to prevent and end homelessness, increase the supply of safe, stable, affordable housing options, and reverse the legacy of racial and economic injustice by building power among the people most impacted by housing injustice, shaping the narrative, and advocating for statewide policy solutions. We envision a California with homes, health, and wealth for all in thriving, sustainable communities.

Housing California advances our mission using three main strategic directions: (1) Shape a new affordable housing and homelessness narrative, (2) Shift and build power through multisector coalitions and community organizing networks – specifically the Residents United Network (RUN), and (3) Advance bold, systems change policy solutions.

Additional information on Housing California is available at housingca.org.

Housing California seeks a visionary Executive Director with a deep and demonstrated commitment to racial, gender, disability, economic, health and housing justice. Our next Executive Director will have strategic vision, political acumen, experience in housing/homelessness policy and advocacy, an understanding and deep appreciation for grassroots organizing, and fundraising. The candidate will have the desire to marshal the power of a broad-based coalition to advance Housing California’s strategic vision of a California with homes, health, and wealth for all.

Organizational Values

Housing is a human right: Everyone needs a place to live. We fight for policies and resources that put people first, and ensure everyone has a safe, accessible, and affordable home. Homelessness, housing insecurity, and poverty are not personal failings, but policy problems that require policy solutions.

Equity: We are committed to reversing the legacy of racial and economic injustice in housing policy. We work to amplify the perspectives and power of people most impacted by this legacy, especially BIPOC and LGBTQ+ communities, and those with lived experiences of homelessness and housing insecurity.

Collaboration: Our strength lies in our interconnectedness, so we never do things alone. Instead, we consistently draw upon the vast experience and energy of our team and Board, and reach across sectors to bring in allies, build coalitions, and get the work done.

Inclusion: We foster a sense of belonging within our movement, especially people who have historically been excluded from policy, government, and nonprofit spaces.

Accountability: We honor our organizational mission and vision by leading with integrity. We hold ourselves and our partners – at the State Capitol and beyond – responsible for advancing transformative solutions for people most harmed by housing injustice.

Transparency: We work together and with external partners in a manner that actively cultivates honesty and accessibility to timely and accurate information.

Investing in people: We empower our staff and RUN to strengthen their capacity as leaders in the field by offering mentorship and opportunities for professional growth.

Summary

The Executive Director is responsible for the development and implementation of Housing California's strategic plan, leading the effort to enact strong public policy, and for fundraising and management of the organization. The Executive Director's primary responsibilities are to increase the impact of Housing California's mission, programs, and activities while maintaining funding and staff capacity sufficient for these activities.

Housing California currently has an operating budget of \$3.4M, a Board of Directors of 20, and a staff of 12. This position will have two to four direct reports.

Strategic Priorities

- Implement and integrate Housing California's 2022-2024 Strategic Plan and Justice, Equity, Diversity and Inclusion (JEDI) Plan.
- Advance the 10-year Roadmap Home 2030 campaign.
- Lead annual Housing California Conference program planning and fundraising.

Duties & Responsibilities

The ideal candidate will help cultivate a team of advocates and professionals that will support the following priorities:

Vision and Leadership

- Provide public leadership and vision to advance the 10-year Roadmap Home 2030 campaign.
- Advocate for Housing California's power-building through multisector coalitions with a focus on the Residents United Network.

- Strategically integrate lived experience of housing instability into Housing California's political advocacy.
- Articulate and inspire public support for policies consistent with our mission.
- Maintain a working knowledge of significant developments and trends in the field of housing, homelessness, tenant rights, racial, economic, housing justice, and related fields.
- Support staff, Board, and RUN in analyzing and developing policy positions that impact homelessness and housing.
- Communicate calls to action in support of or in opposition to emerging legislation.
- Provide leadership and vision for Housing California's annual conference (e.g., theme, plenaries/keynotes, partner, and sponsor relationship management)

Communications

- Serve as primary spokesperson for Housing California throughout the state.
- Develop new and creative communication strategies that will expand Housing California's coalition and broaden its base of supporters and allies.
- Work with the team, board members, and coalition members to reshape the dominant narrative about housing and homelessness.
- Build and maintain relationships with other advocates for housing, homelessness, tenant rights, racial and economic justice, urban planning, smart growth, and other constituencies that can influence and support Housing California positions.

Fundraising, Finance, and Operations

- Lead staff and the Board Finance Committee in financial oversight.
- Develop and maintain relationships with donors, business sponsors, and foundations.
- Lead Board and staff in the implementation of fundraising strategies and activities, particularly in connection with sponsors for the annual Housing California Conference.
- Support fundraising efforts for political campaigns management.
- Ensure that the day-to-day operations are smoothly and effectively administered.
- Ensure that JEDI principles are integrated into all aspects of Housing California's strategic and operational work.
- Develop and nurture organizational culture both with the Board and staff.
- Mentor, coach, and create staff development plans to create a strong learning culture in the organization, foster motivation, hone strengths and grow skills.

Board Relations

- Serve as primary contact for the Board President and work together to build a cohesive and collaborative environment among the Board of Directors and staff.
- Help set board agendas to ensure appropriate and timely communication, especially on issues such as risk management and updates on operations.
- Creatively find ways to connect board members across geographies while leveraging the value of their respective areas and unique expertise and knowledge.
- Ensure accountability and that committees and task forces set and achieve objectives.

Qualifications

We are seeking candidates who have:

- Strong political acumen: high ability to navigate the inherent tension that comes with a “big-tent” organization; and a keen awareness of the political landscape and impact of power dynamics on decision-making.
- Experience and understanding of grassroots organizing and advocacy approaches and strategies; and the ability to integrate grassroots advocacy with direct advocacy approaches and strategies.
- Understanding of intersection of economic poverty, housing, homelessness, and related ecosystems in California.
- Demonstrated commitment to the inclusion of people with lived experience of housing instability.
- Demonstrated experience managing diverse teams.
- A track record of developing and maintaining strong collaborative working relationships with partners from diverse backgrounds.

Attributes

Successful candidates should possess the following attributes:

- Mission-driven with a belief in and commitment to systems change, specifically for those most impacted by housing instability and homelessness.
- A good strategist able to analyze and formulate disparate information into a clear message and path forward.
- A deep and demonstrated commitment to racial, gender, disability, economic, and housing justice.
- Leads with the spirit of humility, inclusivity to develop consensus among multiple stakeholders.
- Decisive and results-oriented.
- Commitment to both organizational and personal sustainability.

Culture and Diversity

Housing California is committed to creating a just, equitable, diverse, and inclusive workplace that fosters a culture of ongoing learning and collaboration, supports stabilizes, and incentivizes people to join the Housing California team and stay for the long game.

We value having staff who come from communities that are most impacted by the issues we address. We especially encourage women, BIPOC, LGBTQ+, immigrants, and people living with disabilities to join our team.

We aim for our work to be both effective and sustainable. We balance required to travel during some parts of the year and the fast-paced legislative calendar with a commitment to our team’s mental and physical health.

Compensation, Benefits, and Location

This is a full-time position that reports to *the Board of Directors* with a competitive salary between \$165,000 and \$200,000, commensurate with experience. While the position would ideally be based in Sacramento, this is negotiable based on the candidate.

Benefits package includes fully paid medical, dental, vision, paid family leave, long-term disability and group life insurance coverage; commuting subsidy; cell phone subsidy; stipend for internet connection while required to be remote; 403(b) retirement plan with employer contribution; generous vacation, sick leave, and 13 paid holidays; training and professional development opportunities; and the possibility of remote work for a portion of your week. Currently, all of the work is virtual due to the COVID-19 pandemic.

HOW TO APPLY

For additional information regarding this opportunity and how to apply, please contact: Dominique Litmaath, President – Reneris at dominique@reneris.us.