



**POSITION OPENING: PRESIDENT/CEO  
INTERFAITH HOUSING ASSOCIATION/HOMES WITH HOPE**

**THE OPPORTUNITY**

Interfaith Housing Association / Homes with Hope (IHA/HWH), located in Westport, CT, is seeking a new President / CEO. This is an exciting opportunity for a leader who is mission-driven, an excellent communicator, and able to inspire internal and external stakeholders to achieve the organization's goals.

Since 1984, IHA/HWH has provided services to residents of Westport, CT, and the surrounding communities. In support of its mission, the organization provides permanent affordable supportive housing, casework and supportive services, emergency shelter, food and meals, and the life skills training critical in preventing homelessness from reoccurring. The emphasis on seeking to end homelessness by providing Permanent Affordable Supportive Housing and services sets it apart from other social service and housing agencies in the area. The challenge and opportunity for the new President / CEO will be to build on past success and provide creative leadership for the future.

**KEY RESPONSIBILITIES**

Positioning IHA/HWH to thrive in the current economic climate will be an important challenge for the right candidate. Additional organizational priorities include:

- Build on IHA/HWH's success and reputation to enhance its visibility throughout the region and to attract funds to support the mission.
- Work collaboratively with the Board and Staff to implement a new organizational structure that clarifies reporting relationships, builds on the strengths and experience of staff, and facilitates the work of the agency.
- Continue to implement the goals of the previously developed Strategic Plan and create a process by which the Plan is regularly reviewed and modified as necessary.
- Seek to provide more Permanent Affordable Supportive Housing units in our service area, emphasizing the need to support them adequately with casework and additional services. This will include identifying collaborative relationships with other non-profit and for-profit entities, and continuing work on projects in the pipeline.
- Strengthen IHA/HWH's fundraising capacity, hire a new Director of Development, and implement a new Development Plan.
- Work in collaboration with the IHA/HWH Board of Directors to recruit new Board members to diversify the Board's perspectives and skills; assist with analyzing strategic issues and monitoring progress; and help expand the agency's network of support.

## PROFILE OF THE IDEAL CANDIDATE

### Professional background

- At least 7-10 years of demonstrated management experience, including supervision of professional and administrative staff
- BA required; advanced degree strongly preferred
- Ability to communicate effectively with a wide variety of individuals, including potential funders, politicians, members of diverse faith communities, Board members, and staff
- Proven track record as a fundraiser from a variety of sources
- Demonstrated success building and leading teams and sustaining effective relationships with staff, board, clients, funders, lenders, and other relevant stakeholders
- Familiarity with public policy issues related to affordable housing, homelessness and its causes, mental health, addiction, and related social issues
- Experience working with supportive housing, housing development and local housing authorities; working knowledge of relevant state and federal programs
- Demonstrated understanding of and experience with nonprofit financial management, budgeting, government grants, and tax credits

### Personal characteristics and leadership attributes

The next President/CEO of IHA/HWH will be a person of strong professional credentials and great personal integrity who also possesses:

- Ability to be the “public face ” of IHA/HWH as an effective speaker in a variety of settings and with a variety of audiences
- Charismatic personality and strong leadership and communication skills, with the ability to inspire, move and persuade the community to support IHA/HWH’s goals. The President/CEO is expected to build on IHA/HWH’s relationships with business leaders, foundations, individual donors, community-and faith-based organizations, and appointed and elected officials.
- Excellent listening and interpersonal skills and an ability to manage a diverse staff and build a strong team, leading by example
- Ability to talk publicly about homelessness and the issues facing the community and our clients in a non-judgmental, non-threatening way
- Ability to multi-task and prioritize without compromising quality and agency objectives
- Enthusiasm, energy, and a good sense of humor
- Ability to work in partnership with the Board and staff in carrying out the mission of IHA/HWH. Communicating clearly, professionally, honestly and effectively with Board and staff are all critical skills. IHA/HWH’s Board seeks a self-disciplined, internally motivated professional with the ability to represent staff interests to the Board and to convey Board priorities to the staff in an effective manner.

## APPLICATION INFORMATION

This executive search is being conducted by Third Sector New England’s Executive Transitions Program with Transition Consultant Donna W. Zalichin.

For a copy of the complete Position Profile, including program descriptions and application guidelines, please visit [http://www.tsne.org/employment/ed\\_IHA](http://www.tsne.org/employment/ed_IHA). Only online applications will be accepted. All applications will be acknowledged.

All other inquiries regarding this executive search may be directed to Ms. Zalichin at [ihasearch@aol.com](mailto:ihasearch@aol.com). No phone calls or letters please.

**Interfaith Housing Association / Homes with Hope is an Equal Employment Opportunity Employer and actively encourages applications from candidates of diverse backgrounds and cultures.**