



BOSTON NEIGHBORHOOD COMMUNITY LAND TRUST

Job Description Executive Director June 21, 2019

Candidates should send resume and cover letter to cohifinfo@gmail.com

The Boston Neighborhood Community Land Trust (BNCLT) seeks an experienced, dynamic professional with a commitment to housing justice and a collaborative leadership style to expand efforts to create permanently affordable, community-controlled housing along the Fairmount Corridor in Roxbury, Dorchester, and Mattapan, as well as other areas of the city.

BACKGROUND

In 2008, with foreclosures skyrocketing in Boston, particularly in neighborhoods with high percentages of lower income and Black and Latino households, a number of tenant, community, and advocacy organizations and community development professionals came together and formed the Coalition for Occupied Homes in Foreclosure (COHIF). The goal of COHIF was to keep homeowners and tenants in their homes during and after the foreclosure process, thereby promoting household and community stability. Originally formed as an advocacy organization, COHIF and partners advocated for several years for tenant protections and resources to create permanently affordable housing in low-income communities and communities of color. In response to community need and the lack of capacity of other groups, COHIF decided to move beyond advocacy and to purchase and renovate several occupied foreclosed homes in Dorchester and maintain them as rental housing, with the support of the City of Boston. Following the success of this initial pilot project, COHIF began to seek additional opportunities to develop affordable housing and stabilize neighborhoods.

Over the past year, in consultation with residents and community partners, COHIF made the decision to transform itself into the Boston Neighborhood Community Land Trust (BNCLT) and to acquire and renovate bank-owned homes and other properties and convert them into community-controlled, permanently affordable housing, under the community land trust model. A city-wide land trust, BNCLT is currently prioritizing acquisition of properties along the Fairmount Corridor, which includes Roxbury, Dorchester and Mattapan, communities facing displacement and continued real estate speculation.

The new leader will join BNCLT at a critical time of complex challenges and dynamic opportunities. The destabilizing impact of the real estate market and the displacement of many long-term residents, threaten to negatively transform the City for generations to come. With a resident-led Board of Directors and the support of the affordable housing and tenants rights movement, BNCLT serves as a model of resident ownership and community control where housing is a right, not a profit vehicle. We are doing more than holding up that model: we are building it from the ground up.

RESPONSIBILITIES

Reporting to a resident-led board of directors, the Executive Director (ED) provides direction and leadership for the organization's mission and vision, represents the organization and its work,

and manages day to day operations. The ED is responsible for both internal and external relationships and will work with the board to chart the future direction of the organization. The ED is responsible for engaging consultants, strategic partners, and community leaders toward achievement of BNCLT's mission and strategic goals.

Management and Leadership

- Support Board and committees
- Direct fundraising efforts and oversee financial systems
- Manage consultants to exercise real estate, asset management, and accounting functions
- Promote the Community Land Trust model as an innovative vehicle for resident control and permanent affordable housing

Resource Development and Partnerships

- Develop and strengthen relationships with community stakeholders, and engage the community to foster continued neighborhood planning and revitalization
- Work with Board to develop and implement fundraising strategy to ensure adequate budget and long-term sustainability
- Develop and sustain relationships with lenders, investors, funders, and government officials
- Serve as liaison between BNCLT, the development community and the City of Boston

Community Development

- Work with Board and consultants to implement board decisions related to real estate development and asset management.
- Work with Board and consultants to explore affordable housing projects, negotiate acquisition of properties, and manage development process
- Work to develop, plan and coordinate community input in the development process and build active participation and a sense of ownership among residents in BNCLT properties.

Administrative Responsibilities

- Ensure sound fiscal accountability and coordinate financial activities based on plans and policies developed in concert with BNCLT Board
- Oversee contracts with property and asset management entities for BNCLT properties

QUALIFICATIONS AND SKILLS

- Personal commitment to BNCLT's mission and values, including the power of resident voice and control and development without displacement
- Ability to be flexible, adaptable, collaborative and retain a sense of humor in the face of challenges
- BS/BA degree plus relevant graduate degree, or equivalent life/work experience.
- Demonstrated experience in nonprofit leadership and management
- Demonstrated experience and success in at least one of the following areas: affordable housing development, real estate asset management, community land trusts, or community organizing.
- Proven ability to manage consultants and staff

- Demonstrated experience in developing and implementing successful fundraising strategies
- Excellent written and verbal communication skills and ability to relate to residents and external partners and stakeholders
- Detail-oriented with strong organizational, planning and problem-solving skills
- Experience working in multicultural communities
- Experience working with city and state government agencies preferred
- Proficiency in Spanish or Haitian Creole preferred

SALARY RANGE AND BENEFITS

\$80,000-\$90,000, plus benefits

APPLICATION PROCESS

Candidates should email a resume and a cover letter outlining relevant experience to cohifinfo@gmail.com. Candidates are strongly encouraged to submit application by July 26, 2019. Applications will be accepted until the position is filled, with priority given to those received by this date.

BNCLT is an equal opportunity employer with a commitment to racial justice and actively seeks a diverse pool of candidates. Individuals from under-represented groups are strongly encouraged to apply