



## **ONE NEIGHBORHOOD BUILDERS**

### **PRESIDENT & CHIEF EXECUTIVE OFFICER**

<https://oneneighborhoodbuilders.org/>

#### **The Organization**

Founded in 1988, One Neighborhood Builders (ONB) has established itself as a preeminent community development leader in Rhode Island. For more than 35 years it has been at the forefront of the fight to expand affordable housing and foster healthier and more equitable communities.

#### **Mission:**

One Neighborhood Builders improves lives across Rhode Island by building homes and connecting communities.

#### **Values:**

Lead with Courage. We're determined. We push boundaries and embrace change based on lessons learned.

Aim High. We're ambitious in our vision for the future. We strive to exceed expectations while keeping one foot on the ground.

Dig Deep. We're adaptive and resourceful, meeting challenging situations with clarity and creativity.

Better Together. We foster a mission-driven culture of excellence and a strong sense of community. We engage with compassion and are committed to inclusivity at every level.

ONB launched a new strategy in Fall 2023, which sets the organization's direction for the next five years. Through its work, ONB aims to contribute to two outcomes (1), First, that Rhode Islanders can access and maintain affordable housing, and (2) second, that together, Central Providence residents and organizations are able to change the conditions that drive health equity and economic mobility. ONB deploys three strategies to achieve these outcomes:

#### **I. Build affordable housing throughout Rhode Island**

ONB will expand the availability of affordable, high-quality homes through the production, preservation, and acquisition of residential and mixed-used properties throughout the state all while providing comprehensive supportive services that will help residents thrive. The organization will coordinate care and provide personalized eviction prevention to residents and provide permanent supportive housing for formally homeless individuals and families.

#### **II. Advocate for changes to policy and practice**

ONB is an outspoken implementer and thought leader in the field, advocating for changes to policy and practice informed by on-the-ground experience. ONE|NB will convene conversations and host community events, participate in local and regional community development conversations,



commission research and publish studies, testify on legislative issues, and amplify the impact of our community partners.

### **III. Serve as the backbone for Central Providence Opportunities: A Health Equity Zone**

ONB will engage residents and community-based organizations in nine Central Providence neighborhoods to increase economic mobility and health equity. The organization will advance initiatives that meet community-identified needs, build capacity, and shift decision-making power to residences, and track, monitor and share ongoing progress towards collective goals.

ONB and its affiliated entities have a consolidated annual operating budget of \$17 million, with \$87 million in assets. To date, they have developed 483 affordable apartments, 130 homeownership opportunities, and nearly 35,000 square feet of commercial and community space—totaling more than \$140 million of investments. In addition to its rental portfolio, ONB is the management agent for three condominium associations.

ONB employs 32 full-time equivalent team members. The nonprofit is governed by an active, 15-member Board of Directors. ONB is an exemplary-rated member of NeighborWorks America, a national nonpartisan, nonprofit organization, that supports nearly 250 network organizations around the country that are creating opportunities for people to live in affordable homes, improve their lives, and strengthen their communities.

ONB's work is pursued with an enduring commitment to equity—a core organizational imperative that drives its real estate project selection, external relations and communications, and culture. The organization proudly maintains a highly diverse staff and board, reflecting the communities served and representing various identities. This results from intentional board and staff development and deep institutional dedication.

#### **The Role**

**Location:** Providence, Rhode Island  
**Reports To:** Board of Directors  
**Direct Reports:** Eight (8) direct reports including the Senior Vice President of Finance Operations, Vice President of Strategy & Chief of Staff, Vice President of Resource Development & Communications, Managing Director of One Central Providence, Director of Housing Development, Director of Asset Management, Director of Resident Services, Director of Executive Office

#### **Position Summary**

ONB is seeking a visionary, strategic, collaborative, community-minded leader to serve as its next CEO. Working with the Board of Directors and its diverse teams, the CEO will lead the organization in alignment with ONB values and mission.

#### **Critical to the success of the role, and further delivering on the ONB mission, the CEO will:**

- Build upon the solid foundation of ONB that has experienced rapid growth in terms of size and scope of the organization, its housing development portfolio, and community-based collective

- impact work. They will be focused on maintaining organizational stability during a time of transition while pursuing manageable, sustained development.
- Oversee the implementation of the 2023-2028 strategic plan designed to leverage extraordinary accomplishments made to date and designed to ensure Rhode Islanders can access and maintain affordable housing and Central Providence residents and organizations change the conditions that drive health equity and economic mobility.
  - Ensure that ONB remains fiscally sound and continues to seek out new and creative alternative revenue sources to positively impact Rhode Island in affordable housing, community building and empowerment, and addressing the housing crisis to meet the needs and interests of its residents and the broader community.
  - Prepare to undertake growth and innovation in real estate development activity, including financing mechanisms, and the impact that it will have on the organization and the community moving forward.
  - Maintain ONB's reputation as a high performing nonprofit community development leader through building and strengthening relationships based on trust and mutual benefit with all stakeholders including staff, board, donors, partners, government leaders and community.
  - Expand ONB's reach by leading collaborative efforts in the community to expand affordable housing opportunities throughout Rhode Island.

### **Key Responsibilities:**

#### ***Strategic Leadership & Board Relations***

- Provide thoughtful, adaptable and visionary leadership that is inclusive, transparent and empowering in a manner that supports and guides the organization's mission.
- Oversee the implementation of the current strategic plan designed to leverage extraordinary accomplishments made to date and support the current trajectory of innovative property development, community transformation, and resident empowerment. Continue to refine and communicate the strategic direction and goals to all stakeholders internally and externally.
- Collaborate with the Board of Directors and ensure they are an integral partner to assist in fundraising and implementation of the strategic plan to guide growth, expansion, and community impact.
- Cultivate a strong and transparent working relationship with the Board of Directors and ensure open communication regarding financial, development, programmatic, and impact performance milestones and goals.
- Embrace accountability for racial, equity, diversity, and inclusion (REDI) through a measurable expansion of organizational partnerships, community impact, and departmental goals.



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***Business Development & Fundraising***

- Ensure annual and long-term financial viability of ONB by shepherding effective fundraising efforts, securing diverse and sustainable revenue, and engaging the next generation of donors.
- Maximize earned income through new real estate development ventures and partnerships.
- Cultivate new and steward existing philanthropic partners and impact investors.
- Maintain a thorough understanding of the organization's finances as a foundation for strategic decisions to maximize impact and reduce risk.
- Ensure that the organization is operationally nimble and financially sound in times of high growth and change.

***Community Leadership, External Relations & Partnership Development***

- Represent ONB in the business, donor, nonprofit, government and civic communities with the highest level of integrity.
- Ensure ONB remains a key leader within the affordable housing, community development, and policy space and is a community steward focused on innovation and driving positive change.
- As a thought leader, the CEO seeks opportunities for ONB to advocate and gather support for affordable housing legislative initiatives through civic and other nonprofit partnerships.
- As a field builder, convenes and seeks to understand the perspectives of a variety of constituents to build trust, inspire new ideas, and build effective relationships to achieve continued impact and positive outcomes for community.
- Develops and maintains relationships with diverse internal and external constituents to advocate for affordable housing and housing-first initiatives.
- Focuses on the overall impact of the organization in the community, with particular emphasis on statewide development and initiatives.

***Financial Management & Internal Leadership***

- Provide collaborative and inspirational leadership to a diverse and high-performing team and create continuous opportunities for growth and development across the organization.
- Lead the executive team to capitalize on the existing strengths of the organization and expand on the assets to accelerate impact for the community.
- Maintain a thorough understanding of the organization's finances as a foundation for strategic decisions to maximize impact and reduce risk.
- Align financial resources to best support strategic goals; ensure the effective management of day-to-day operations and a highly functioning organization.
- In collaboration with the SVP, Finance oversee the development of the annual operating budget for ONB and ensure the organization is in compliance with all federal, state, and local regulations and obligations and operates within approved budget guidelines.
- Ensure a strong system of asset management of ONB's existing real estate portfolio utilizing industry best practices; ensure residential properties are healthy, thriving communities and commercial properties are managed and leveraged to maximum benefit.

**Candidate Profile:**

***Professional Experience:***

- Fifteen (15) years of executive management and leadership experience including strategic planning and execution in affordable housing, real estate development and property



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management, homeless services, community development, or nonprofit/public administration is ideal.

- Experience as a key spokesperson for an organization with an ability to motivate diverse audiences such as funders, government officials, civic groups, faith-based organizations, corporate executives and community groups.
- Fundraising ability with a track record of building innovative partnerships and diversifying revenue and other funding streams.
- Achievement in change environments, bringing to scale complex organizations and projects; adept at assessing operational requirements necessary to support sustainable growth and healthy organizational culture.
- Influence state and local policy agenda through frequent speaking engagements; drafting legislation and policy papers; and serving on appointed Boards and Commissions.
- Demonstrated success developing and leading multi-functional teams, with the ability to work effectively with people at all levels of the organization to create buy-in and a sense of shared responsibility.
- Experience working collaboratively with a Board of Directors.
- Superior mentoring, professional development, people management and leadership skills; inspiring team builder who engenders trust and builds group commitment to goals and objectives.
- Multicultural management experience, including recruitment, management, and development of diverse teams.
- Knowledge of and connections to NeighborWorks America and/or Rhode Island's housing and community development landscape preferred.
- Understanding the application of accounting/finance in the nonprofit and/or affordable housing development sector would be a plus.

#### ***Personal Attributes***

- Strong commitment to the mission of ONB and living the organization's values.
- Visionary leader open to innovative ideas, able to manage and drive change, and willing to take calculated risks.
- Culturally competent and a self-reflective leader who understands the effects of race, class, ethnicity, income, sexual orientation, gender identity, national origin, and other issues of difference in society and can lead direct conversations about them.
- Experienced community leader comfortable building relationships and strategic partnerships in diverse settings; experienced at community visioning.
- Collaborative work style that empowers others to be their best.
- Strong business acumen and excellent financial and organizational risk management capabilities  
Proven track record of successful donor solicitation and stewardship – corporations, foundations, and individual donors
- Excellent interpersonal and communication skills that are reflected in an ability to interact professionally as well as build trust with Board, staff, funders, community and business leaders.

#### ***Education***

- BS/BA degree; advanced studies or experience in housing, community development, policy, management, or a related field preferred.



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**Compensation**

- \$195,000 - \$240,000
- ONB offers a robust benefits package (including health, dental, and vision insurance), a retirement plan with matching contribution, a generous allotment of paid holiday and personal/vacation time, flexibility to occasionally telecommute from home, and an inspiring & innovative organizational culture.

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ONB is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status or any other characteristic protected by law.

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To learn more about this opportunity, please contact:

**Janet Albert**

Partner, Bridge Partners

[Janet.Albert@bridgepartnersllc.com](mailto:Janet.Albert@bridgepartnersllc.com)

**Toya Lawson**

Partner, Bridge Partners

[Toya.Lawson@bridgepartnersllc.com](mailto:Toya.Lawson@bridgepartnersllc.com)

*Candidates will be considered on a rolling basis,  
so we urge your prompt consideration of this impactful leadership role.*