



Housing Opportunities Made Equal

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Executive Director of Housing Opportunities Made Equal of Greater Cincinnati, Ohio

Housing Opportunities Made Equal (HOME) is a non-profit corporation dedicated to promoting equal housing opportunities in Greater Cincinnati. All qualified applicants must be dedicated to the fair housing rights of all protected classes. HOME works to address illegal discrimination, housing-related systemic inequities that perpetuate segregation, concentrations of poverty, and wealth inequality. HOME was born out of the necessity to enforce the Fair Housing Act.

Job Purpose: In cooperation with the Board of Directors, HOME's Executive Director provides strategic vision and leadership on governance, mission, programs, and operations. They will ensure the organization's financial stability and long-term viability, build, lead, motivate, and retain high-performing staff and board members, and enhance the organizational culture.

The Executive Director will oversee all of HOME's activities and operations; raise the profile and visibility of the organization; build relationships, partnerships, and strategic alliances with diverse stakeholders to help shape and advance HOME's programs and policy agenda and drive systemic change. They will serve as an organizational spokesperson.

Educational requirements: At least 7 years nonprofit leadership experience. Candidates should have knowledge in the areas of housing, social justice, racial equity, community growth, social work and /or related fields. Experience working in a legal setting or fair housing organization, or J.D. preferred. Position requires the ability to effectively communicate and promote fair housing goals to diverse stakeholders. Candidates with experience in employee relations preferred.

Essential Functions

- Directs, promotes, coordinates, and administers overall programs; specifically addressing divisive housing practices through fair housing investigations and enforcement, systemic research, tenant advocacy, community education and policy work in accordance with the policies set forth by the Board of Directors.
- Plans and ensures standards for programs consistent with the policies and goals of HOME.
- Promotes advocacy of HOME in public and private organizations through active engagement.

- Secure financial support from government agencies/grants, individuals, foundations, and corporations. Cultivate relationships with major donors and funders, grow and diversify revenue sources.
- Works with diverse stakeholders to help shape and advance HOME's programs and policy agenda and drive systemic change
- Discusses activities and programs of the agency with the President of the board and Executive Committee as requested. Prepares and delivers report to the Board of Trustees at the monthly board meetings.
- Recruits, interviews, hires, directs, motivates, and monitors staff in a dynamic environment. Oversees professional development for a diverse staff.
- Manages budget and effectively controls expenses.
- Aids with board committees as requested.

Application Process:

Please send cover letter, writing sample and resume by email to homecincinnatijobsearch@gmail.com. All inquiries should include *Executive Director* in the subject line and all attachments should be in Microsoft Word or PDF format.

A competitive compensation and benefits package will be offered commensurate with experience. **The target salary range for this position is mid-\$90s annually.**

Applications will be accepted until the position is filled. Please indicate where you learned of this job posting. No phone calls, please.

This job posting provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. HOME reserves the right to change the job posting at any time without advance notice.

HOME is an equal opportunity employer. We value a diverse workforce and an inclusive culture. HOME encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, or veteran status. We encourage formerly incarcerated individuals to apply.

HOME undertakes affirmative action strategies in its recruitment and employment efforts to assure that persons with disabilities have full opportunities for employment in all positions.