

Job Announcement

Associate Vice President, Financial Services and Technology Policy

About the National Fair Housing Alliance

The National Fair Housing Alliance (NFHA) has an immediate opening for a dynamic, results-oriented visionary to serve as the Associate Vice President of Financial Services and Technology Policy. NFHA leads the fair housing movement and is the nation's only national organization exclusively dedicated to eliminating all forms of housing discrimination and ensuring equitable housing opportunities for all people and communities. We have a diverse, experienced, mission-driven, and impactful team that has developed equity-based policies at the federal, state, and local levels to expand fair housing opportunities; brought precedent-setting litigation to eliminate some of the most heinous forms of housing discrimination; conducted groundbreaking research to promote equitable solutions; and invested millions of dollars in underserved communities. We have solid relationships, built on trust, with national, regional, and local organizations, and we effectively draw upon these connections to reach vital goals. We are game changers that millions of people rely upon to advance fair housing.

Where you live matters. It affects every aspect of your life and determines whether you have access to the options and opportunities we all need to thrive. Yet despite important existing federal laws, more than 4 million acts of housing discrimination occur in the U.S. each year, and housing inequality remains stubbornly entrenched. That is why—through its education and outreach, member services, public policy, and advocacy, housing and community development, tech equity, enforcement, and consulting and compliance programs—NFHA is dismantling longstanding barriers to equity, rooting out bias, and building diverse, inclusive, well-resourced communities.

To learn more about NFHA, please visit <https://nationalfairhousing.org/>.

AVP, Financial Services and Technology Policy

Supervisor: Executive Vice President

Location: Washington, D.C. (hybrid); remote considered

Status: Full-time Exempt

Position Summary

The AVP of Financial Services and Tech Policy (AVP) is a results-driven and experienced financial services and technology professional committed to advancing fair housing, and civil rights principles in the use of technology in housing and financial services. This position will report to the Executive Vice President (EVP). The AVP will serve on NFHA's Public Policy team

playing a key role in developing and advocating policies to eliminate discrimination in technology-driven products and services, housing, and financial services to expand equal access to homeownership and equitable opportunities for underserved communities. The AVP will collaborate closely with NFHA's Tech Equity team to promote policies that eliminate bias in algorithmic-based systems used in housing and financial services. The AVP will liaise with policymakers, civil rights and consumer protection advocates, industry, and media while supporting our member organizations to further fair housing and equitable opportunities.

Duties & Responsibilities

- Serve as an issue expert on financial and technology policy issues.
- Act as a creative and analytical thought partner with the EVP, Public Policy division, and other departments and bring approaches for effectively advancing fair housing and equitable credit access.
- Build an inclusive technology policy platform and agenda integrating bias elimination, transparency and explainability, ethical standards, and other responsible tech policy solutions.
- Serve as the lead Public Policy division liaison working with the Tech Equity team to achieve the public policy objectives of the organization's Tech Equity program.
- Analyze financial services and technology policy bills, legislation, or policies that might eliminate or mitigate bias, introduce structural barriers to equitable housing and credit, or advance tech equity.
- Draft legislation, comments, policy briefs, reports, issue one-pagers, and website updates elevating NFHA's policy advocacy to advance fair housing and civil rights principles in the use of technology in housing and financial services.
- Lead public policy campaigns that focus on the use of financial services and technology in collaboration with cross functional team members.
- Provide targeted support, technical assistance, and consultation to NFHA's members.
- Effectively supervise production of work products.
- Lobby on financial services, housing, technology policy priorities.
- Collaborate with a wide range of stakeholders to position and leverage NFHA's brand for effective policy outcomes that create systemic change.
- Establish and maintain relationships with policymakers, ally organizations, academicians, researchers, public policy think tanks, industry groups, and other key stakeholders to educate them about equitable financial services and technology policies to advance NFHA's fair housing and equitable opportunities and goals.
- Deliver presentations to internal and external audiences on programmatic and policy-related topics.
- Represent NFHA at stakeholder forums, conferences, symposia, and other work-related networking functions.
- Develop resources to support advocacy in collaboration with the Communications and Education divisions, including toolkits, social media templates, talking points, op-eds, webinars etc.
- Other duties as assigned.

Qualifications

- Master's degree in Public Policy or Urban Planning, a Law Degree, or equivalent experience.
- 10 years of experience working on fair housing, fair lending and consumer protection, financial services, and technology policy.
- Expertise in financial policy, fair housing issues, technology policy and an ability to quickly master and promote new research findings.
- Experience in drafting legislation, comments, and reports.
- Experience lobbying on financial services, fair lending, and technology matters.
- Experience in overseeing multiple successful issue campaigns.
- Excellent planning and analytical skills, and ability to coordinate mission-driven, cross functional outputs in a fast-paced, high-functioning team.
- Communication expertise with an emphasis on effective writing, public speaking and presentations and simplifying complex policy to empower membership and coalition partners to action.
- Ability to well-represent NFHA at external forums, symposia, conferences and other stakeholder programs.
- Excellent time management skills and the ability to handle multiple projects at once and adapt to a swiftly changing environment.
- Proven ability to work effectively in culturally and ethnically diverse environments.
- Strong and demonstrated commitment to justice, civil rights, and equity.
- Experience working directly with industry stakeholders to advance equitable policies.
- Ability to work independently in a remote, unsupervised environment.
- Ability to represent NFHA in a professional and exceptional manner.
- Ability to travel up to 20% annually.

Application Process:

The salary range for this role is between \$90,000 – \$105,000 annually. Salary is commensurate with experience. NFHA offers:

- 100% paid health, vision, and dental coverage for employees and family
- 100% paid life, long-term disability, and long-term care insurance
- Generous employer contribution to 403(b) retirement benefit plan
- Comprehensive paid time off benefits, including holidays, vacation and sick leave

Interested applicants should send a resume and cover letter via email to careers@nationalfairhousing.org with a subject line of: **AVP Financial Services Position**. Incomplete applications will not be considered. No telephone calls, please.

Applications will be accepted until the position has been filled.

Affirmative Action/Equal Opportunity Statement:

NFHA values and encourages diversity in its workforce. NFHA supports affirmative action and is dedicated to promoting equal employment opportunities. NFHA does not discriminate on the basis of race, color, religion, national origin, ancestry, citizenship, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, disability, matriculation, political affiliation, or any other category or characteristic protected by the laws of the United States or the District of Columbia.