



## ABOUT THE HOUSING PARTNERSHIP NETWORK

Housing Partnership Network (HPN) is an award-winning membership network of 100 of the nation's leading affordable housing and community development nonprofits. Through practitioner-driven peer exchange, policy and innovation, the Housing Partnership Network's mission is to leverage the individual strengths and mobilize the collective power of our member organizations. Our vision is that all people live in vibrant and inclusive communities where access to affordable homes creates opportunity and economic mobility.

Since our founding in 1992, The Network has collectively served over 12.8 million people; developed, rehabilitated, or preserved about 470,000 affordable homes; and launched 14 successful social enterprises. Our work has been recognized with honors including the MacArthur Award for Creative & Effective Institutions and Wells Fargo NEXT Award for Opportunity Finance. Learn more at [www.housingpartnership.net](http://www.housingpartnership.net).

## OUR COMMITMENT TO DIVERSITY AND EQUITY

HPN is committed to creating a diverse and equitable environment and is proud to be an equal opportunity employer. HPN recruits, employs, trains, compensates, and promotes regardless of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, and other protected status. We believe that the more inclusive we are, the better our work will be. We aspire to build a diverse team, one that better reflects the people and communities we serve. Applicants who contribute to this diversity are strongly encouraged to apply.

## WE VALUE

**Collaboration** - We are a true network. We believe in the power and benefits of broad engagement, empowerment, and collaboration.

**Connection** - We actively build relationships that connect people, ideas, and organizations to forge new paths for improving communities.

**Racial Equity** - We are committed to diversity, equity, and inclusion at HPN, and helping members advance initiatives that dismantle long-standing systemic racial biases and discrimination to achieve economic and social justice.

**Inclusion** - We recognize our power comes from the collective and cooperative nature of our work, based on an environment that is inclusive of diverse experiences, backgrounds, and perspectives.

**Respect** - We are open, honest, and respectful in all our interactions which strengthens our relationships, our mission, our work with colleagues and members, and ultimately the lives of the people we all serve.

**Transformation** - We work with our members to transform our industry by creating systemic solutions to help people who live in our communities to thrive.

## PRIMARY JOB FUNCTION

Reporting to the President and CEO and serving as an integral member of the HPN executive leadership team, the EVP of Peer Exchange, Policy, and Programs is responsible for key elements of HPN's value proposition to our member organizations and the broader sector: peer exchange and collaboration amongst industry leaders; policy



development and advocacy; and programs that advance our members' work with their residents and in their communities, and support new models within the sector. The EVP oversees and leads a multifaceted and highly skilled professional team who work together, and across the entire HPN platform, to advance and support a broad but integrated set of member focused strategies and capabilities. The direct reports to the EVP include the VP of Membership and Peer Exchange, VP of Policy, and VP of Housing Solutions and Programs. The EVP works directly and in close collaboration with executive and senior leadership of our member organizations, external partners, and throughout HPN.

### **MAJOR DUTIES AND RESPONSIBILITIES**

- Participate as a key member of HPN's executive team to devise strategy, set and drive culture, and provide management oversight to HPN and its affiliated companies.
- Work closely with the HPN board and the executive and senior leaders of our member organizations to identify, shape and execute collaborative approaches to membership, peer exchange, policy and program that enhance members' experience and mission impact and advances HPN strategic goals.
- Acting as HPN's chief learning officer, the EVP plays the lead role in developing and advancing HPN's strategy and initiatives to support peer learning, application and sharing of best practices, and member engagement.
- Working with the Vice President of Membership and Peer Exchange and HPN staff, the EVP is responsible for the content and facilitation of in-person bi-annual leadership exchanges, regular in person and virtual communities of practice, and special topic convenings for senior leaders of HPN's member organizations held throughout the year.
- In partnership with the VP of Membership and Peer Exchange, the EVP supports the growth and impact of the International Housing Partnership with peer organizations in Canada, Australia, and the United Kingdom to accelerate innovation and impact of HPN members.
- In collaboration with HPN's Executive, Membership and Program teams, the EVP oversees the process for recruiting, vetting, and selecting new members and for conducting outreach to new and existing members to deepen their engagement in the network and our knowledge of their initiatives and interests.
- The EVP oversees HPN's Washington-based policy team, providing guidance and support on strategy, prioritization of goals and resources, policy development, and engagement with policy makers and national partners.
- In partnership with the VP of Policy, the EVP ensures that HPN's policy activities and capabilities are closely coordinated and aligned with the network's innovation, social enterprise, member engagement and communications strategies and initiatives.
- The EVP supports the VP of Membership and Peer Exchange who serves as the point person for HPN in our collaboration with key industry groups and networks to promote peer learning and joint policy efforts, including the Strength Matters partnership with Stewards for Affordable Housing for the Future and NeighborWorks America.



- In partnership with the VP of Housing Solutions and Programs, the EVP will support HPN members in empowering individuals, families, and communities to create sustainable, safe, and green homes and neighborhoods that provide a wide variety of opportunities so that all people can thrive in healthy communities.
- In partnership with the VP of Housing Solutions and Programs, the EVP will oversee administration of programs and peer exchange activities among members in the homeownership and wealth building, multifamily resident services, and engagement, as well as in the economic and consumer empowerment space, all in service to creating and sharing innovative approaches and programs that provide a wellspring of ideas for advancing our members' work and supporting new models within the sector.
- In partnership with the VP of Housing Solutions and Programs, the EVP oversees efforts using federal housing counseling contracts, including HUD HCP and Fee-for-Counseling Service contracts and other programs as applicable.
- Engage in cross-team collaboration with HPN EVPs to advance the design, development and implementation of innovation, capital markets initiatives, and new social enterprises.
- Oversee the budgeting and financial management of the Peer Exchange, Policy, and Programs cost centers, working in concert with the CFO to ensure its overall financial performance.
- Working with the EVP's direct reports and the fundraising team, the EVP provides guidance, support, and assistance in fundraising efforts to support HPN's peer exchange, policy, and program work.

## QUALIFICATIONS

- Deep knowledge of the affordable housing and community development sectors and industry, and particularly the business practices, operations and strategies of the high-capacity nonprofit developers, owners, and lenders in the HPN network.
- Ten plus years' experience in senior management and leadership positions in nonprofit organizations, government agencies, or mission driven private sector institutions.
- A demonstrated level of interest and experience facilitating collaboration and learning among executive and senior leadership of organizations to achieve collective impact around business, policy, and programs among leaders of sophisticated nonprofit organizations, government agencies, and private sector institutions.
- Deep knowledge and experience in practical or formal policy development and advocacy at the local, state, or national levels with a demonstrated track record of achievement.
- Excellent oral and written communications skills; experience and ability to publicly represent the Network at high profile events and meetings with major public, private, and nonprofit partners.
- Successful experience and comfort in working in organizations with cultures and internal practices that require a high degree of collaborative goal setting, execution, and decision making.
- Extensive experience working in organizations that blend a strong mission focus with deep business acumen and that operate in environments of uncertainty, ambiguity, and change. Demonstrated ability and excellent skills in managing and developing senior professional staff.
- Master's degree or equivalent years of education and experience.

**LOCATION**

HPN is a remote-first company. “Remote-first” is an organizational strategy that makes working remotely the primary option for most employees. All new employees will be required to be onsite at HPN headquarters or in the Boston area multiple days during weeks designated as All-Staff weeks. There may be additional times when teams are required to travel by their leadership based on scheduled events, team meetings, and business needs.

**COMPENSATION**

Salary: \$250,000 (min)-\$320,000 (mid). Commensurate with education and experience with a bonus potential.

**BENEFITS:**

25 vacation days, 12 sick days, 12 paid holidays, paid personal day, medical, dental and vision insurance, health savings account, flexible spending account, dependent care flexible spending account, retirement and savings plan/401(k) match, group life insurance, short- and long-term disability, parental leave, sabbatical leave, professional development and much more!

**TO APPLY**

Please submit a cover letter and resume to Tracy McMillan at [tracymac@broadviewtalent.com](mailto:tracymac@broadviewtalent.com).