

The Organization

Since 1983, Piedmont Housing Alliance’s mission has been to create affordable housing opportunities and foster community through education, lending, and development. Piedmont Housing has been a regional leader in developing multi-family housing with the twin goals of 1) creating and preserving sustainable, affordable apartment homes, and 2) building communities with responsive community management, intentional resident engagement, and robust resident services. As a CDFI and a HUD-certified Housing Counseling agency serving both urban and rural struggling renters and aspiring homebuyers, Piedmont Housing also provides financial education and counseling as well as down payment assistance to income-qualifying clients.

Today, a two-fold urgency compels our growth trajectory. We work amidst a regional housing crisis with rapidly escalating housing costs placing undue burden on low-wealth families. Relatedly, there is a critical need to redress the historical economic, social and educational barriers faced by these same families. Our Board and staff are concerned with redressing the historical racial barriers in housing, and the resulting inequities in financial assets, wealth, and homeownership carried down across generations. We believe that Piedmont Housing – as a nonprofit housing organization expanding access to homeownership, household financial capacity, and affordable housing – is uniquely situated to address racial equity in housing and community-building across the region.



Friendship Court community gathering; photo by Eze Amos

The Opportunity

The Deputy Director will join Piedmont Housing at a pivotal moment in the organization's growth in a role of significant influence. The Deputy Director will serve as a key figure overseeing the daily operations of the organization, working in partnership with the Executive Director and staff leadership to continue aligning organizational vision with direct resident-client service implementation and staff culture. As an organization in the midst of significant growth, both in scope and staffing, we are navigating embracing change constructively. With this in mind, the Deputy Director will oversee the following aspects of the organization:

- Rental community management and resident services;
- Housing counseling, financial coaching, and economic opportunity programs;
- Administration and human resources.

The Deputy Director will oversee implementation of Piedmont Housing's mission with a specific focus on:

- A strong client-centric ethos, supporting residents with high quality services reflecting known best practices and promising new approaches;
- Co-building an employee-centric and cross-departmentally collaborative organizational culture;
- Ensuring strong governance and financial structures to support Piedmont Housing's ability to carry out its mission;
- Continuing to advance an organizational analysis and framework deeply committed to racial equity and justice.

The Deputy Director will rely on wisdom and practical business skills to inform decisions about teamwork, collaboration, accountability, and refining the current infrastructure. The complexity of Piedmont Housing's work requires a Deputy Director who engages every challenge as an opportunity to innovate and strengthen systems, so that the challenges naturally arising from constant growth and change advance both the mission and the work.

The Deputy Director will serve as a partner and trusted advisor to the Executive Director. The Deputy Director will manage collaboratively across departments and functions to ensure the systems, processes, people and resources are in place to elevate the collective energy of the staff while aiming towards clear decisions and actions, accommodating Piedmont Housing's anticipated growth.



Resident talent show; photo by Amanda Chandler

Ideal Candidate

Piedmont Housing Alliance's new Deputy Director is passionate about the organizational mission, bringing optimism and enthusiasm to the mission-driven work of positively and equitably impacting low-wealth families throughout the region. The ideal candidate is excited by the opportunity to play an influential leadership role in one of the community's most highly regarded housing organizations, sharing the staff and board's belief that housing is a foundational social and racial justice issue.

High emotional intelligence is essential for this role. The ideal candidate is an effective and confident communicator and relationship builder; someone who leads by influence and is sensitive to team dynamics. The Deputy Director's responsibilities will touch every level of the organization; strong emotional and cultural intelligence is crucial to engage compassionately and respectfully with residents, staff, board members and community partners.

The ideal candidate calmly navigates in a dynamic and fast-paced, rapidly evolving environment. Decisive and positive, the ideal candidate is a creative problem solver who listens actively, synthesizes multiple view points, and moves people to action. The ideal candidate is results-driven, unafraid to act, delegate, and hold others accountable. The ideal candidate is detail oriented and a skilled multi-tasker who can keep the end goal in sight, yet possesses the agility and level-headedness required to manage unforeseen circumstances.

The ideal candidate has experience with change management in a growing organization, and brings a systems-level perspective.

Insightful and innovative, the ideal candidate is a true partner to the staff, instinctively knowing the right questions to ask and when to lean in with support at critical moments. Candidates must be masterful in communicating strategic vision and organizational priorities and motivating others to achieve these goals.

Balancing both humility and the drive to have positive impact, the ideal candidate embraces the servant-leader spirit.

Defining personal characteristics include professionalism, warmth, empathy, approachability, emotional intelligence, humility, flexibility and adaptability. A strong work ethic, sense of humor and deep respect for the dignity of all humans are essential in this role.

Qualifications + Requirements

The successful candidate will possess:

- A demonstrated strong track record working in progressively responsible, hands-on leadership roles;
- Experience successfully managing high-performing teams through organizational change and growth;
- Excellent skills in organizational development, with a talent for inspiring staff leadership;
- A background in social services, public health, housing, nonprofit administration, or finance;
- A working knowledge of the challenges and opportunities in the Charlottesville region is an asset, though not a requirement.



Piedmont Housing Alliance staff; photos by Amanda Chandler



Mr. Green (resident)

To Be Considered

Interested candidates should email a cover letter and resume to careers@piedmonthousing.org by **December 15, 2019**. Interviews with strong candidates will be scheduled on a rolling basis.

Piedmont Housing Alliance is an Equal Opportunity Employer. We are committed to building a team that uplifts and values inclusive policies and equitable practices. Candidates of all races, ethnicities, nationalities, religions, genders, sexual orientations, ages, and abilities are encouraged to apply.