

NeighborWorks®

AMERICA



Executive Vice President & Chief Operating Officer Washington, DC

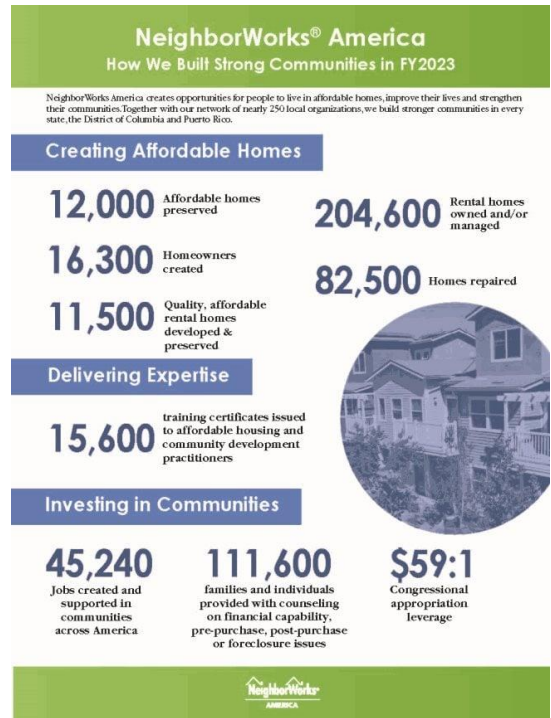
DRi Waterstone
HUMAN CAPITAL

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About NeighborWorks America

Neighborhood Reinvestment Corporation, dba NeighborWorks America is a Congressionally Chartered public nonprofit, with a 5-member statutory Board of Directors. that creates opportunities for people to live in affordable homes, improve their lives, and strengthen their communities. At the foundation of the NeighborWorks mission are [nearly 250 strong, healthy and prepared network organizations](#) in every state, the District of Columbia and Puerto Rico. As a congressionally chartered and funded nonpartisan nonprofit, NeighborWorks America supports organizations that provide communities with affordable housing, financial counseling and coaching, training, and resident engagement and collaboration in the areas of health, employment and education.

To ensure that its network organizations are strong and healthy in their operations, it conducts a rigorous assessment before acceptance into the NeighborWorks network and every year after. NeighborWorks also offers programs and support to help its network organizations establish and maintain healthy operations, measure the reach of their efforts, expand their program offerings to meet community needs and move toward long-term stability and growth. NeighborWorks builds the skills, supplements the resources and amplifies the reach of network organizations so they can empower more individuals and transform more communities than they could on their own.



Click to watch

NeighborWorks America as an Employer

At NeighborWorks, our people are humble, passionate and creative. We lead with empathy, encourage curiosity and embrace ambiguity. For more than 40 years, Neighborhood Reinvestment Corp., a national, nonpartisan nonprofit known as NeighborWorks America, has strived to make every community a place of opportunity. Our network of excellence includes nearly 250 members in every state, the District of Columbia, and Puerto Rico.

NeighborWorks America offers grant funding, peer exchange, technical assistance, evaluation tools, and access to training as the nation's leading trainer of housing and community development professionals.



NeighborWorks network organizations provide residents in their communities with affordable homes, owned and rented; financial counseling and coaching; community building through resident engagement; and collaboration in the areas of health, employment, and education. If we have piqued your interest and you are interested in supporting our mission, continue reading below!

BENEFITS AND VALUES

Part of caring for our communities starts at home by caring for our internal community – our staff! Picture yourself in a collaborative and diverse hybrid environment surrounded by teams and people who challenge you, encourage you, and inspire you to support mission-oriented work. This opportunity offers an impressive total rewards package that includes a:

- 401(k) match of up to 12%
- 11 paid and observed holidays
- Substantial leave package (including 40 hours of paid volunteer leave); and
- Industry leading benefits



Start your career with NeighborWorks today and gain access to our Staff Training and Education Program (STEP) resource for continued growth and development. Our benefits are designed to convey company culture and core values: **accountability, collaboration, inclusion, stewardship, and integrity**. They are also intended to support our staff in a way that encourages them to give their best in their balanced work and personal life.

The Opportunity

NeighborWorks America seeks an experienced and collaborative executive leader to be its next Executive Vice President & Chief Operating Officer (EVP/COO) to lead and effectively manage and coordinate the work of the following programmatic divisions and business units: Training & Professional Development, National Initiatives, Field Operations, Organizational Assessment, and the Evaluation, Leadership & Peer Learning divisions. Reporting to the CEO, the EVP/COO will be held accountable for the effective internal direction of corporate efforts, activities and resources that maximize and leverage business goals to enhance program direction and impact.

This executive leader provides strategic management, guidance and oversight, establishes measurable goals and priorities, identifies opportunities for collaboration and ensures that effective resources are shared across divisional lines and are implemented. Working in tandem with the EVP/Chief Financial Officer, the EVP/COO will exercise leadership and management that ensures that the organization is focused on continuous process improvement, consistent application of policies and procedures and effective stewardship over the resources entrusted to NeighborWorks America.



KEY RESPONSIBILITIES

Strategic Planning and Organizational Leadership

- Provide strategic management, guidance, and oversight across divisions
- Establish and track measurable goals and priorities as outlined in the Strategic Plan
- Identify opportunities for cross-divisional collaboration
- Lead internal corporate efforts and activities
- Ensure effective resource allocation and sharing across divisions
- In partnership with the President /CEO, create a positive environment and culture while developing organizational strategy and driving performance
- Develops and maintains relationships with the teams that support the Board of Directors.

Stakeholder Management

- Navigate complex operational, financial, and political environments
- Leverage stakeholder relationships across corporate, network, and external contexts
- Support and enhance NeighborWorks network success
- Foster cross-sector collaboration
- Establish and maintain strong working relationships with a diverse set of stakeholders

Operational Management

- Oversee the following divisions:
 - National Initiatives
 - Field Operations
 - Organizational Assessment
 - Training & Professional Development
 - Evaluation, Leadership & Peer Learning
 - Culture & Belonging
- Drive continuous process improvement initiatives and collaboration across teams
- Ensure consistent application of policies and procedures
- Maintain effective stewardship of organizational resources
- Manage complex programs, projects, and new initiatives



The Candidate

QUALIFICATIONS

- Minimum 15 years of substantive management experience, with nonprofit CEO experience preferred.
- 10+ years experience directly supervising and 5+ years leading highly experienced senior (entrepreneurial) leaders and driving collaboration across teams.
- Understanding of financial management principles, including budgeting, financial planning, and key financial metrics.
- Demonstrated success establishing and achieving clear, measurable goals, while fostering personal accountability and implementing strong organizational systems and processes.
- Background in community development, with deep understanding of affordable housing initiatives, neighborhood revitalization projects, and housing development across diverse communities.
- Proven track record managing multi-million dollar operating and grants budgets.
- Strong business acumen and entrepreneurial drive, with proven experience identifying and developing revenue sources, while optimizing operational efficiency.
- Able to challenge ideas constructively, contribute to informed decision-making, and champion team decisions for successful implementation.
- Culture champion, with a collegial and collaborative management approach.
- Excellent communication skills, both written and verbal. Able to serve as a spokesperson and communicate effectively with a diverse network of stakeholders and partners.
- Able and willing to travel to meet with a diverse network of partners, team members, and stakeholders.
- Bachelor's degree required (relevant discipline). Master's degree preferred.



Applications should be submitted at <https://driwaterstonehc.com/position/evp-coo-neighborworks>

All first-round interviews for this position will take place via video conference with DRWaterstone.

Location: This role is based in the Union Market area of NE Washington, DC with a flexible hybrid schedule allowing an opportunity to work from home up to three days per week and includes the added benefit of paid on-site parking.

Compensation: Pay: \$200K - \$210K salary per year. The salary listed is one component of the total compensation package for employees. This opportunity offers an impressive total rewards package that includes a 401(k) match of up to 12%, 11 paid and observed holidays (an additional office closure is approved annually between the Christmas and New Year's holidays), and a substantial leave package that includes 26 days of accrued vacation and 40 hours of paid annual volunteer leave along with other excellent benefits.

NeighborWorks America is an equal-opportunity employer:

NeighborWorks America provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and professional development.

About DRWaterstone

DRWaterstone is a women-founded executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.