



## EXECUTIVE DIRECTOR

The Board of Directors of The Neighborhood Developers (TND) seeks an Executive Director. TND is an active and experienced community development corporation (CDC), based in Chelsea, Massachusetts, that creates vibrant neighborhoods where people from all walks of life can thrive. We are embarking on an exciting and ambitious new phase in our organization's growth.

### **Our Organization and Our Communities**

The Neighborhood Developers (TND) began as Chelsea NHS in 1978. Over time, TND extended its geographic reach. TND expanded its programming, recognizing that affordable housing alone was insufficient to end the cycles of intergenerational poverty and neighborhood disinvestment. Today, TND increases economic diversity, opportunity and quality of life. We bring our core strengths to partnerships that support family and neighborhood prosperity. TND programs and impact to date include:

- **Affordable housing:** TND currently provides affordable apartments to 395 households in Chelsea and Revere, and is actively developing another 134 units. Our staff is constantly evaluating new opportunities create more homes in Chelsea, Revere and Everett.
- **Economic mobility:** TND is the managing partner of CONNECT, a financial opportunity center. CONNECT annually supports 3,800 low-income families from throughout Greater Boston to pursue financial and employment goals.
- **Community engagement:** TND fosters community connectedness, building a diverse leadership network, and activating residents of its target neighborhoods to participate in issues of public life. By 2019, TND seeks to increase its membership from 1,900 to 3,000 individuals.

Our primary constituents are diverse, low-income households in Chelsea, Revere, and Everett. These cities have significant populations of documented and undocumented immigrants. In Chelsea, 44% of the 39,700 residents are foreign born, while in Revere 35% of the 53,160 people are foreign born, and in Everett 41% of the 44, 636 residents are foreign born. Poverty rates are among the highest in the state: 21% of Chelsea's, 16% of Revere's, and 19% of Everett's residents live in poverty, compared to 22% for Boston and 12% statewide.

## **A New Model for Community Development**

In 2018, TND is piloting an innovative new model of community development partnership. Together with Nuestra Comunidad Development Corporation (NCDC), another strong CDC that is based in Roxbury, we have created Opportunity Communities (OppCo).

OppCo integrates the staff of partnering CDCs to provide an administrative and service provision platform and increase expertise. We will rely on OppCo to bring high level real estate, financial and other resources to our work of building sustainable, equitable and inclusive communities. Certain staff will work across communities while others will focus on targeted community-based needs and services.

TND will maintain its distinct identity and control over mission, assets, work plan, budget, governance and strategy. TND's Executive Director of 14 years will become the Chief Executive Officer of OppCo. Our new Executive Director will be the chief executive for The Neighborhood Developers, and serve on the senior management team of OppCo.

## **The Executive Director of TND**

The Executive Director will be the strategic leader of TND. They will leverage TND's financial strength, national reputation as a leading NeighborWorks organization, and new operational strength. Together with TND's board and staff, the new Executive Director will build thriving communities and an even more effective model of community development.

### **The Executive Director will act as:**

- Strategic and programmatic leader and builder of strong community partnerships
- Supporter of and partner to TND's Board of Directors
- Local spokesperson for affordable housing and community development
- Communicator and manager of relationships with partner organizations, public officials and funders
- Thought leader who brings new information and ideas forward, and fosters board and staff engagement in developing responsive programming to meet community needs
- Director who insures that TND activities are aligned with the organization's mission and achieve high impact
- Leader of TND's senior team and community-based programs
- Partner and coordinator of local mission-focused real estate activities together with OppCo, and
- Responsible manager of TND's assets, budget and operations.

The Executive Director will oversee the supervision of all TND program staff, and serve as a strategic leader for all OppCo staff working at TND. They will report to TND's Board of Directors.

## **Our Ideal Candidate**

Our ideal candidate for Executive Director will be deeply committed to TND's communities, and motivated to lead the organization into its next phase of growth. They will enthusiastically embrace this opportunity to collectively implement a new model of community development, and to ensure that our communities are well served by TND, its partners, and its collaborators.

**TND's next Executive Director will have many of the following skills and qualifications:**

- Passion for community-based development and social justice
- Understanding of comprehensive community development, principles of neighborhood change and equity
- Ability to recognize local, regional and national trends and act on them within a local community context
- Entrepreneurial spirit
- Experience building strong collaborative teams, supervising and motivating others
- Personable public speaker and fundraiser
- Effective relationship builder, preferably with local, regional and national connections
- Deep cultural competence and immersion in one or more of the immigrant groups represented in Chelsea, Revere and Everett
- Strong communicator and spokesperson in English and in Spanish
- Skilled manager with a clear sense of risk management, who can review complex financial statements comfortably
- At least 5 years of direct experience managing programs and people
- Education or training in nonprofit management, community development, economic development or a related field, and
- Ideally, some additional language skills in Arabic, Khmer, Vietnamese or Haitian Creole.

**The Selection Process**

Please submit one PDF document containing a cover letter, detailing your interest and qualifications for this position, and an up-to-date resume to: [ExecutiveDirector@tndinc.org](mailto:ExecutiveDirector@tndinc.org). Address your application to: TND Search Committee, c/o Ann L Silverman Consulting, Consultants to The Neighborhood Developers. All questions should be addressed to: [AnnLSilvermanConsulting@gmail.com](mailto:AnnLSilvermanConsulting@gmail.com).

TND offers a competitive salary and benefits package. Applications will be reviewed and acknowledged as they are received. We aim to fill this position by early summer of 2018.

*TND actively seeks a diverse pool of candidates. We are committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation or age.*

