**Executive Search – Chief Executive Officer (CEO)**

**Woodland Hills, CA**

Sterling Search Inc. has been exclusively retained to recruit the new **CEO for Homes 4 Families, a Woodland Hills-based nonprofit organization that builds resiliency, economic growth, neighborhoods, and homes for veterans and their families**. https://homes4families.org/

To recognize the enormous sacrifices made by our nation’s veterans, and meet their growing needs, Homes 4 Families works to empower low-income veterans and their families to enter the middle class through affordable, full-equity homeownership and sustainable housing, combined with holistic services that build resiliency, self-sufficiency and economic growth. Homes 4 Families has developed the unique, innovative, and outcome-proven Enriched Neighborhood® model, in which service members, veterans, and their families gain access to comprehensive wraparound services in addition to permanent, affordable housing:

**Self Sufficiency Programs**

• Financial literacy education

• Homebuyer counseling

• Benefits assistance

**Trauma-Informed Care**

• Therapeutic Art and Writing Workshops

• Trauma-informed drumming

• Equine Therapy

• Partnerships for free clinical care Wellness Activities

**Peer-to-Peer Support**

• Veteran mentorship programs

• Employment training

• Community-building and holiday events

• Veterans are required to invest “sweat equity” in their homes and neighbor homes during the construction phase

**Veteran-Specific Home Design Features**

• Accommodative master bath/shower options

• Soft close drawers

• LED lighting only (no fluorescent)

• Open floor plan

• Fully ADA units available

• Special features for hearing loss

***Veterans who have become homeowners through the Veteran Enriched Neighborhood® program have earned, on average, about $200,000 of equity after living in their homes for 5+ years. The wealth they accumulated has been enough for down payments on market-rate homes, even in Los Angeles County, where the median home sales price is over $800,000.***

What makes this model so unique is the no-cost, self-sufficiency training, and social services that are easily accessible in the neighborhoods where the families live. The provision of these services, such as financial training and health and wellness programs, allows veterans’ families to become self-sufficient, learn skills, and gain the necessary tools to move out of the cycle of housing insecurity and into the middle class.

**THE OPPORTUNITY**

Under the extraordinary 17+ years of leadership of their retiring CEO, Donna Deutchman, Homes 4 Families has developed the outcome-proven Enriched Neighborhood® model, an innovative housing and social service model that addresses the distinct needs of the veteran community and their families. A unique construction funding model was developed in partnership with the California Department of Veterans Affairs. Donna has overseen the development of more than 144 homes for low-income families in Northern Los Angeles communities including Burbank, Santa Clarita, Pacoima, Palmdale, and Sylmar. Building upon Donna’s legacy, the new CEO will have the opportunity to grow and expand the Enriched Neighborhood® model, which is designed to be replicated in communities across the state and possibly the nation. This is an exceptional role for a bold visionary, an inspirational leader, and someone who has a proven track record in fundraising and philanthropy. With the potential to market their unique program model nationwide, this position will offer the opportunity to explore a potential social enterprise approach to expanding the impactful work Homes 4 Families is doing in the Los Angeles area.

Driven by a mission-focused board of directors and supported by a passionate and long-tenured staff, the new CEO will enter the organization at a time when it is well-positioned for its leader to build on the foundational work completed to date and take the organization to its next level. The incoming CEO will be joining a financially stable $6M nonprofit organization. The successful candidate should display a proven capacity to spearhead Homes 4 Families’ strategic plan, which includes plans to replicate its Enriched Neighborhood® model, with a focus on expanding and diversifying sustainable revenue growth. Therefore, the incoming CEO, among other important attributes, must bring a comprehensive working knowledge and demonstrated track record of managing and implementing a successful, robust fundraising program.

Homes 4 Families currently operates on a hybrid workplace model, however initially, the board anticipates the new CEO will be in-office a minimum of 4 days per week, with the understanding that they will also be onsite beyond this schedule as needed.

**POSITION DESCRIPTION**

The CEO reports directly to the Board of Directors and oversees the planning, development, and funding of new homes, as well as oversight of overall strategy and operations for the organization. This includes strategic planning, financial management, fund development, marketing, community and government communications, program management, people and culture, and administration.

***Construction and Social Services are 96-98% of Homes 4 Families’ Spending Each Year***

**External Relations and Fundraising**

• Oversee all efforts in guiding increased awareness and impact of the organization, clearly articulating its mission, vision, programs, and strategic direction.

• Develop and execute a comprehensive fund development plan encompassing the expansion of government grants, foundation grants, identification of individual and corporate prospects and donors, and the cultivation of a diversified funding base for both short- and long-term objectives.

• Maintain and elevate the public visibility of Homes 4 Families by serving as a key spokesperson and advocate for the organization. Additionally, strive to be a prominent, visionary, and influential leader and fundraiser within the affordable housing/veterans’ space.

• Define and execute the strategy of effectively mobilizing volunteers in support of its programs.

• Continuously assess veterans’ needs, evaluating partnership opportunities to expand programs and access new public and private funding.

**Program Management**

• Maintain and support the high-quality, evidence-based programming that has positioned Homes 4 Families as a unique outcome-driven, outcome-proven organization.

• Evaluate existing and future programmatic needs, including potential areas for program expansion, to ensure services remain in alignment with its mission and Homes 4 Families’ strategic vision.

• Assess, oversee, and execute programmatic excellence by establishing operational benchmarks and setting timelines to achieve strategic goals.

• Continually review and evaluate programs and report findings to the Board of Directors accordingly.

• Provide oversight and ensure compliance with all contracts the organization enters into including government grants and any funding source tied to specific deliverables as part of the contract.

**People and Culture**

• Embrace, maintain, and cultivate Homes for Families’ culture, which emphasizes a commitment to program excellence through the lens of a collaborative, passionate, and unified staff.

• Provide direction to ensure that the organization is appropriately structured and staffed with skilled and high-performing employees to support future growth plans.

• Oversee HR management, including effective performance management system for all employees including goal setting and annual evaluations and compliance with all local, state, and federal labor laws.

• Inspire, develop, guide, and mentor, a high-performing senior team and provide mentoring and internal promotions as a cornerstone to management development.

• Foster engagement, team building, and consensus-building through regular meetings, collaboration, and other effective methods.

• Promote collaboration with all department leaders.

**Board and Strategic Visionary Leadership**

• Serve as an ex officio member of the Board of Directors, leading a collaborative process with the Board of Directors and its committees, executing critical decisions that are timely and effective, while also ensuring that the Board of Directors and its committees are informed of critical developments through clear, consistent, and timely communication.

• In partnership with the Board of Directors and senior staff, develop and implement its strategic plan to foster the acceleration and expansion of Homes 4 Families’ mission, including its vision to replicate its successful program model nationally.

• Support leadership, and nurture/sustain the engagement of all staff members.

• Continue to support the development and cultivation of a strong Board of Directors, representative of Homes 4 Families’ diverse community.

• Lead, and with the Board Chair, contribute to the development of the board and play an integral role in developing prospects and cultivating individual donors, major donors, as well as public and private funding agencies.

**Financial and Operational Management**

• Oversee all financial reporting including budget and revenue management; oversee facilities, risk management, cash flow, and cash projections.

• Provide guidance to direct reports in developing budgets and operational plans.

• Collaborate with finance personnel and key board members to assess fiscal stability and sustainability.

• Fulfill additional responsibilities as assigned by the Board of Directors.

**PROFESSIONAL EXPERIENCE AND QUALIFICATIONS**

• Passion for Homes 4 Families’ mission and objectives with prior experience in comparable nonprofit organizations.

• Demonstrated experience as the leader or member of a senior team in steering a complex organization through strategic planning, significant growth, and/or transformation.

• Oversee and manage construction, budgets, schedules, and goals.

• Current Contractor’s License would be a significant benefit.

• A minimum of 7 years of senior management experience, with increasing levels of responsibility and leadership in overseeing staff, preferably with direct stewardship of Boards of Directors.

• A demonstrated track record in fundraising and stewarding donor relationships with individuals, corporations, foundations, and government entities.

• Adept in collaborating effectively with diverse constituencies, including key community leaders, government officials, volunteers, donors, and organizations.

• A proven capacity to plan and operate strategically, to build public support, to strengthen infrastructure, to inspire staff and the Board of Directors, and to expand impactful programs.

• Excellent knowledge of fiscal management, budgetary oversight, and cash flow management.

• Exhibits strong interpersonal and communication skills.

• Proficient in team building with a history of effective staff management, including recruitment, recognition, and retention of talented managers and administrative staff.

• Capable of handling multiple responsibilities concurrently, adept at operating independently, while remaining adaptable within collaborative environments

• Proficiency in Word and Excel, with capacity to learn database software. Bachelor’s degree is a prerequisite, while an advanced degree is advantageous.

**The successful candidate will possess the following attributes:**

• Entrepreneurial spirit, visionary leadership, excellent judgment, and unwavering integrity.

• Creativity and receptiveness to new ideas from all stakeholders while respecting and valuing the organization’s progress thus far with the drive move the organization forward.

• Commitment to the organization’s mission, with the credibility and persuasiveness to secure support from others.

• Leads by example and embodies the values and ethics of the organization.

• Highly organized with strong creative and conceptual abilities.

• Collaborative and inclusive, avoids autocracy and politics, fosters teamwork with a flexible, creative, energetic, and fair-minded approach.

• Decisive and resourceful, willing to take ownership of outcomes and achieve results even with limited resources.

• A leader who champions, deepens, and sustains the organization’s positive and cooperative culture.

• Initiator of action when appropriate, with the ability to strike the balance between assertiveness and consideration, while remaining sensitive to others’ feelings and perspectives.

• Energetic, emotionally mature, empathetic and dependable; fosters a collegial atmosphere.

• Invests in the professional development of staff and provides opportunities to advance within the organization when feasible.

The position offers a salary range of **$250,000** to **$300,000** with a comprehensive benefits package.

**TO APPLY, CLICK https://apptrkr.com/5573792**

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Direct all correspondence emails and telephone calls to Sterling Search, Inc. Any resumes sent or telephone calls made to Homes 4 Families will be redirected to Sterling Search, Inc.

**Homes 4 Families is an Equal Opportunity Employer**