



Job Announcement – November 18, 2022

EXECUTIVE DIRECTOR (Full-time, exempt, based in Oakland, California)

Organizational Overview

East Bay Housing Organizations (EBHO) is a leading affordable housing advocacy coalition serving Alameda and Contra Costa counties. Founded in 1984, EBHO mobilizes the power and wisdom of our members to produce, preserve and protect affordable housing opportunities in low-income communities. Our membership and network of nearly 400 organizations and community leaders brings together nonprofit affordable housing developers, residents, homeless and housing advocates, architects and planners, service providers, tenant advocates, community and interfaith organizations and activists, clergy and congregations, lending institutions, intermediaries and policy organizations, and local government to advocate for affordable housing development and housing justice at the local and regional levels. EBHO currently has eleven committed and skilled staff, a diverse and engaged Board of Directors, and an annual budget of about \$1.4 million.

EBHO engages in policy advocacy, education, organizing and coalition building. Our signature programs include Affordable Housing Month (a series of educational events and tours showcasing affordable housing each May), our Resident and Community Organizing Program, our Regional Policy Committee, a Faith & Justice program and member committees that advance affordable housing and equitable land use in Oakland, Berkeley, Concord and many other jurisdictions. We also work year-round on communication and education strategies. For more details on our work and our new strategic plan, visit www.ebho.org.

EBHO's intended impact:

- Housing is recognized as a human right in law and in culture rather than as a privilege or a market commodity.
- Everyone has a safe, stable, and affordable place to call home.
- Eviction and houselessness are extraordinary, rare, and brief occurrences.
- No one is unwillingly displaced from their community.
- Housing policy and practice actively addresses and redresses past wrongs and discrimination, creating equitable opportunities for people of color, people with disabilities, and others traditionally harmed by discriminatory practices.

EBHO's new Executive Director will continue the legacy of this well-respected and effective organization while evolving to meet current challenges. The successful candidate will sustain and grow our organizational strength and capacity, exemplify EBHO's values, support staff to excel, be a powerful spokesperson for housing justice, and build connections and understanding among a wide and diverse range of organizational stakeholders.

Key Responsibilities

- In alignment with our newly adopted 2022-2026 Strategic Plan, develop and carry out EBHO's vision, strategic direction and innovative approaches in partnership with staff, members, and Board of Directors.
- With support from senior staff, serve as the lead fundraiser for EBHO: create and monitor the organizational fundraising strategy, including coordinating and developing events, proposals, and reports, as well as prospecting for new income sources.
- Work in close partnership with the Board of Directors to assess and update EBHO's strategic direction, assess programmatic effectiveness, and provide ongoing communication to the Board on critical organizational matters.
- Oversee and support organizational staff as they develop and implement strategies for programs, campaigns, communications, and coalition-building that further EBHO's vision and strategic direction. Hold the "big picture" so that campaigns and projects managed by staff are integrated and have the most impact. Serve as connector and guide for our three staff "teams": Organizing, Policy and Membership/Communications/Operations.
- Oversee the financial health of the organization.
- Lead internally and externally with an eye towards excellence, equity, collaboration and inclusivity. Model leadership that values rigorous analysis and a focus on impact, while honoring the skills, talents and wellness of a diverse staff and holding the many different viewpoints of our membership and constituents.
- Represent EBHO to the community, peer organizations, coalition partners, through working relationships and through public and media relations.

Required Qualifications and Attributes

- Strong managerial leadership skills; experience managing organizational growth and ability to think through and adjust systems as needed; accountability to and trust of staff, encouraging initiative and independent judgment.
- Experience working successfully with people of different races, classes, genders, faiths, and origins with a demonstrable commitment to working toward racial equality and economic justice, with both individuals and organizations.
- Dynamic leadership presence, with strong verbal and written communication, public speaking and relationship-building skills.
- Proven and successful fundraising experience, especially with foundation fundraising.
- Understanding of relationship between affordable housing and social justice. Significant non-profit advocacy background, including experience with non-profit developed affordable housing, state and local housing programs, and familiarity with issues such as tenants' rights,

organizing, homelessness, property management/ tenant services, regional and local planning and housing issues that relate to other areas such as health, labor, education and transportation.

- Experience with policy advocacy.
- Experience working in coalition with a nuanced understanding of and willingness to support various players, issues and dynamics.
- Knowledge and/or experience with East Bay jurisdictions and local governments, including Oakland, and with both suburban and urban environments.
- Experience with strategic planning and organizational development/organizational culture work.
- Strong project management and self-management skills, ability to work on multiple issues with grace, and multitask on a range of different responsibilities.

Preferred Qualities and Attributes

- Deep knowledge of specialized housing areas such as: affordable housing finance and development, homeless prevention and services, tenant law, land use and zoning, transit-oriented development, supportive housing tenant organizing, homeownership, land trusts, etc.
- Political understanding of city and county government and relationships with key decision-makers.
- Understanding of community organizing models and frameworks.
- Understanding of/experience with organized labor relationships and dynamics.
- Experience running or working with a membership organization or association.
- Experience with local and regional foundations and donors.
- Experience with cross-section coalitions, familiarity with community health, transportation and environmental sectors.
- Experience with state legislation a plus.

Compensation:

\$130,000 to \$160,000 FTE, depending on experience. EBHO offers a generous benefits package including 14 paid holidays, sick days, additional personal days, 401(k) employer match, and medical and dental coverage premium covered for employees.

Work environment and safety protocols:

EBHO's staff works under a hybrid model, with much work done remotely and an expectation that the Executive Director and all staff will be on-site in our spacious downtown Oakland office (or in the field at meetings) at least one to two days a week. Schedules are flexible to some extent, but staff are expected to be generally available and responsive during day-time hours of 9:00-5:00. Permanent employees must reside in California. While much work can and will be performed remotely, **employees must live within reasonable commuting distance of Oakland** to take part in on-site work and events as needed, and to be connected with the community we serve. EBHO follows all Alameda County public health guidance. We require employees to provide proof of up-to-date vaccination against COVID-19, unless they can provide documentation for a medical exemption. We may adjust our hybrid work schedule and expectations as public health conditions change.

To Apply

Please submit a cover letter, resume, and three professional references to search@ebho.org addressed to Natalie Bonnewit, with the subject line "Executive Director Application." Applications will be accepted until the position is filled.

EBHO is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other category. We strongly encourage women, people of color, LGBTQ, people of different levels of physical ability, and all qualified persons to apply for this position.