



On behalf of our client, ***The Housing Assistance Council (HAC)***,
Raffa Executive Search is conducting a retained search for their

Executive Director

Peggy Sand
Senior Search Consultant
psand@raffa.com





Position Profile

Housing Assistance Council Executive Director

Washington, D.C.

The Housing Assistance Council (HAC) seeks an exceptional Executive Director who is committed to the mission of improving housing conditions for the rural poor. The new Executive Director will be a stellar leader and communicator who is passionate about and possesses a deep understanding of rural housing issues, will be innovative, and will connect with diverse peoples and communities. HAC's current Executive Director, Moises Loza, will be retiring after 28 years in the role.

The Organization

For 45 years, HAC has been a pioneer in promoting and fostering safe, secure, affordable housing in rural areas. Founded in 1971, HAC has worked to improve the lives and homes of rural Americans – particularly under-served communities in areas of Appalachia, the rural South and Mississippi Delta, the Border Colonias, and Native American Lands; and vulnerable people such as migrant and seasonal farmworkers. HAC's mission is to improve housing conditions for the rural poor, with an emphasis on the poorest of the poor in the most rural places. HAC has an organizational budget of \$5M. HAC's mission is advanced through the following programmatic areas:

Lending - HAC has made low-cost housing development loans since its founding. It is currently a certified Community Development Financial Institution (CDFI) that makes short- and long-term loans at below market interest rates to local nonprofits, for-profit and government entities developing and preserving affordable housing for low-income rural residents. HAC loans are for acquiring and developing land, predevelopment costs and fees, construction, rehabilitation and preservation of affordable rural single family and rental housing.

Research and Information - As the nation's leading source of information on rural housing, HAC's research and information division is a repository of rural housing and related data. It has completed over 150 studies and reports on rural housing and poverty issues. Its library and on-going research provides an unmatched resource for developing sound housing policy. HAC also offers information about its research and policy updates through its bi-weekly newsletter, *HAC News*, and its quarterly magazine, *Rural Voices*. [Learn more about HAC's research here.](#)

Training and Technical Assistance – HAC's Training and Technical Assistance Division helps rural organizations improve housing conditions for the rural poor. It focuses on developing and improving the capacity of local leaders and nonprofit organizations to better serve the housing needs of their communities. HAC sponsors and conducts training workshops across the country, emphasizing housing development, financing, construction, and nonprofit management. Its training and technical assistance activities focus on high need regions and underserved populations.

Policy - HAC promotes a strong, effective, and supportive governmental role in rural affordable housing through testimony before congressional committees, partnerships with coalitions, local and national conferences, and research.

Key Accomplishments

HAC has garnered numerous awards and been cited for its contributions to vulnerable populations. Examples of more recent awards and accomplishments include:

- The National Housing Conference recognized HAC's industry leadership with the prestigious **2016 Housing Visionary Award**.
- Executive Director Moises Loza received the **Lifetime Achievement Award** at the 2016 MAFO Farmworker conference honoring his lifetime devotion to improving the lives of people in rural America.
- HAC has made over \$316 million in loans in all fifty states to help support the development of almost 700,000 units.
- HAC has partnered with the Home Depot Foundation, JPMorganChase & Co. and the Wells Fargo Housing Foundation to create the **Affordable Housing for Rural Veterans Initiative** to provide organizations with training and funding to better serve rural veterans.
- **HAC has increased awareness of Native American issues** through loan fund investments, conducting and disseminating signature research reports, and providing targeted training and technical assistance.

To learn more about HAC's work, visit <http://www.ruralhome.org>

The Position

The new Executive Director will be passionate about leading and advancing the organization's mission, will provide sound fiscal management, and sustain positive relationships with the Board of Directors, staff, partners, and other stakeholders. S/he will also demonstrate strong integrity and personal and strategic leadership. The Executive Director reports to a 25-member Board of Directors and oversees a staff of 30 located in Washington DC, and regional offices in Atlanta, Kansas City, and Albuquerque. HAC's two Deputy Directors, the Government Relations Manager, and the Executive Coordinator report directly to the Executive Director.

Key Responsibilities

HAC's next Executive Director will:

- be the public voice of HAC and the rural organizations and communities it represents;
- maintain the organization's standing as a respected leader in the field, working tirelessly to advance the housing needs of the rural poor;
- advance HAC's strategic priorities in a manner that reflects HAC's values and the needs of the populations that it serves;
- seek opportunities for growth and strengthen HAC's business model by leveraging HAC's programs, products, accomplishments, and stature in the field;
- provide strategic management and fiscal leadership that supports current programs and services, increases revenue, and strengthens the financial health of the organization;
- ensure that the organizational culture is one that is diverse, values-based, transparent, and highly communicative; and
- assess existing partnerships and relationships, and cultivate and grow relationships with key external stakeholders.

Experience and Attributes

Ideal candidates for this position will reflect HAC's core values and will demonstrate an ability to quickly integrate into the community and serve as an engaged, inspiring, innovative, and visionary leader. Candidates will bring a variety of experiences and attributes to HAC, including having:

- demonstrated authentic leadership with strong interpersonal skills;
- demonstrated personal and professional alignment with HAC's mission, and an understanding of the issues HAC addresses;
- strong management skills, including strategic decision-making, financial management, and staff management;
- lending experience (CDFI experience is a plus);
- a strong track record of resource development with an emphasis on experience with government and private grants, and the capacity to implement private fundraising campaigns and diversify funding sources;
- experience leading large local, regional, state or nationwide initiatives;
- experience working with individuals of diverse political views;
- demonstrated experience advancing housing policy, particularly rural housing policy;
- high credibility in both rural America and with political/policy decision-makers at the state or federal level;
- the ability to advance incremental change with broader long-term goals in sight;
- the willingness to maintain deep and lasting relationships with stakeholders and decision makers;
- 10+ years' experience working in a senior leadership capacity in the nonprofit or government sector in a relevant field; and
- a Bachelor's degree (required).

Application Process

To apply, e-mail your resume, a cover letter that explains how your skills align with the requirements above, and salary requirements to: HAC@raffa.com (e-mail applications are required). For priority consideration, applicants are asked to apply during the month of June 2017. For other inquiries, contact Peggy Sand at psand@raffa.com. Resume reviews begin immediately.

HAC is an Equal Opportunity Employer/Affirmative Action Employer and does not discriminate in hiring on the basis of race, color, national origin, sex, gender identity, sexual orientation, religion, age, disability, protected veteran status, or any other characteristic protected by federal, state or local law. Women and persons of color are encouraged to apply.

