



AHEAD seeks Executive Director

The Board of Directors of the Affordable Housing Education and Development Inc. (AHEAD) seeks a dynamic, collaborative, and seasoned executive to lead the organization into the next decade. The next Executive Director will manage a \$2.3 million dollar budget, \$66 million dollars in assets and 514-unit housing portfolio of senior and family housing. The ideal candidate will have the knowledge required to capitalize on programmatic opportunities that lead to the organization's financial sustainability and mission "to create pathways to safe, affordable housing which strengthens and revitalizes rural communities. This position requires a candidate to have a strong background in economic and real estate development and fiscal management to grow AHEAD's affordable housing, asset and property management, homeownership services and financial education services.

For thirty years, AHEAD has been developing, financing, managing, and sustaining higher quality safe, affordable housing in rural New Hampshire. AHEAD is a nonprofit corporation incorporated in New Hampshire and controlled by a nine-member Board of Directors. AHEAD employs twenty-eight full and part-time staff and administers other non-profit corporations and subsidiary entities in the region.

In 1998, AHEAD became a chartered member of NeighborWorks® America, a national non-profit organization created by Congress in 1978 to provide federal funding, technical support, and professional training for community-based revitalization efforts. AHEAD is one of 235 similar organizations across the country that are chartered members of NeighborWorks® America.

THE NORTH COUNTRY REGION:

AHEAD is located in Littleton, N.H. which is viewed as the economic hub of the North Country offering a village-type atmosphere of art galleries, unique shops, historic buildings, and a river walk along the Ammonoosuc River. Littleton's population is around 6,000 and serves as the economic core of the region. The town's location near the beautiful White Mountains is one of the northeast's top recreational destinations offering a wide range of outdoor activities such as running trails, mountain biking, hiking, skiing. Neighboring towns such as Franconia, Plymouth and Lebanon are home to Plymouth State College, Dartmouth Hitchcock Medical Center, and the Alpine Clinic for sports medicine.

The region's three major employment sectors include hospitality, tourism and recreation, and health care. Wages and incomes tend to be lower than in the southern part of the state making it difficult for working families to find affordable housing or first-time homeownership opportunities. The availability of rental housing and homeownership opportunities have also declined over the past decade as investors looking to create Air B&Bs and families purchasing second homes reduce the supply of listed properties.

LEADERSHIP OPPORTUNITY GOING FORWARD:

AHEAD's next Executive Director will have the opportunity to lead this forward-looking and mission driven organization into the future. The Board of Director's have established key objectives for the new leader over the next twelve months:

Strategic Planning:

In concert with the board, staff and community partners, the next Executive Director will oversee the development and implementation of the next three-to-five-year strategic plan that meets the ever-changing needs of the organization's region, demographics, and assets.

Revenue Development:

In partnership with the board and staff, the ideal candidate will demonstrate an ability to successfully generate revenues required for mission supported programs, operations, and human capital.

Vigilance in Affordable Housing Development:

AHEAD is engaged in several multi-family housing developments in various stages of predevelopment and complex financial transactions.

Asset and Portfolio Management:

AHEAD has a multi-family housing portfolio of 514 housing units of which 410 units are owned by the organization and 104 units are managed through their property management company. The twenty-seven properties are located in sixteen communities and requires continued review and investment. Given the rural nature of the portfolio, innovative ways of maintaining sustainability are a strategic priority. In addition, three properties are ending their fifteen-year tax credit obligations and may require redevelopment.

Partnership Expansion:

Critical to AHEAD's success are their stakeholder relationships and financial partners who provide human capital and investment for each housing development project. Continuous partnership recruitment and retention is key to every aspect of the new leader's role and future sustainability of the organization.

Culture and Diversity:

AHEAD is creating steps through affordable housing, education, and development to support the lives of individuals, families, and the communities by working together with authenticity and commitment. Marginalizing others because of race, nationality, ethnicity, gender, age, sexual orientation, religion, income, familial status and/or disability will not be tolerated by AHEAD. These actions are reflected in a representative board and staff within an inclusive community where people can engage with each other openly, honestly, and respectfully.

Teamwork and Change Management:

AHEAD has been fortunate to have had only two Executive Directors in their thirty-year history. The twenty-eight staff have developed a culture of respect, open-mindedness, accountability, and independence while working effectively together to solve problems and build successes. The next leader shall understand the importance of inclusion and cultural sensitivity in the organization's workplace, community, housing portfolio and governance.

AHEAD's PROFILE OF THE IDEAL CANDIDATE:

While no one candidate will possess every quality outlined for this position, successful applicants will describe many of the following qualifications and personal attributes for the leadership position. Reporting to the AHEAD Board of Directors, the ideal candidate shall have the following experiences, attributes, and qualities:

Visionary, Empowering and Mission Focused:

- Commitment to social justice, underserved communities, and low-income working families.
- Dedicated to diversity principles aligned with strategy and operations.
- Leads with an open-mind, willingness to listen, and respects/supports staff in a welcoming work environment.

Strategic Leader in Organizational Management and Sustainability

- Nonprofit acumen in organizational management, fiscal operations, and strategic planning.
- Experience managing complex financial transactions, future risk, and new project possibilities.
- Adept at leveraging project financing, program support, partnerships, and donors.

Collaborator, Relationship Builder, and Communicator:

- Partner with the board and staff to strengthen the organization's reputation and impact.
- Capacity to communicate effectively without seeking individual acclaim.
- Ability to adapt and embrace small-town culture, government, and resource development.

QUALIFICATIONS:

The ideal candidate shall have a bachelor's degree plus five to seven years of relevant work experience in a senior leadership position preferably in real estate development, finance, planning or government; proven experience in grant writing and fundraising; knowledge of the housing market, and experience in fiscal management and the ability to manage a multimillion-dollar budget with assets exceeding \$66 million dollars. In the event applicants don't have the stated education requirements but feel you have strong relevant qualifications for the position, please feel free to apply.

COMPENSATION:

The salary range for this position is commensurate with proven experience, salary considerations and within the framework of the organization's annual operating budget. AHEAD employees receive an annual allotment of funds to purchase annual benefits including health, dental, vision, short- and long-term disability insurance, childcare reimbursement, flexible spending medical plan reimbursement, life insurance and a 403B pension plan.

APPLICATION GUIDELINES:

Applicants shall provide an updated resume and cover letter including salary requirements, three references and a detailed summary of experience in affordable housing development and/or planning, managing complex financial transactions and/or managing a complex organization with considerable assets. Please send all documents by email to: ahead2021edsearch@gmail.com. AHEAD is an Equal Employment Opportunity and Affirmative Action Employer, which encourages applications from candidates from diverse backgrounds and cultures, particularly candidates of color and/or candidates who have experience working in a rural region which AHEAD serves. All submissions are confidential and will be acknowledged in a timely manner. Please send all questions by email to Chris Harper-Fahey, Consultant to ahead2021edsearch@gmail.com.