



Executive Director
Metro Housing|Boston
Boston, MA

Metro Housing|Boston (Metro Housing), one of the largest regional housing agencies in the Commonwealth of Massachusetts, is seeking a transformative and forward-looking leader to serve as its next Executive Director. Dedicated to mobilizing resources that ensure housing stability, economic security, and an improved quality of life, Metro Housing has delivered a complex array of programs that assist families and individuals with low and moderate incomes in gaining access to housing they can afford in the metropolitan region of Boston for more than 40 years. In a shifting landscape for housing affordability, the Executive Director will serve as an unwavering advocate determined to reinforce Metro Housing's longstanding strengths, sharpen its defining edge, and develop and execute a bold new course for the future.

From its incorporation in 1983 as the Boston Housing Partnership and later through a strategic merger to become the Metropolitan Boston Housing Partnership in 1991, Metro Housing has maintained its mission and focus on increasing access to housing that is safe and affordable to residents with the lowest income levels. Metro Housing has forged strategic partnerships with the Commonwealth of Massachusetts and the City of Boston, which have entrusted the nonprofit with the administration of federal, state, and local rental assistance programs, among them the HUD Housing Choice Voucher Program (Section 8) and the Massachusetts Rental Voucher Program. What began with fewer than 5,000 families has now grown to be a vital resource for more than 10,000 households across the metropolitan Boston area.

Reporting to a 23-member Board of Directors, the Executive Director will be a visible leader who values a consultative and collaborative approach, who can skillfully navigate the politics of relationships, and diplomatically advocate for historically marginalized households that have extremely low incomes and live within Metro Housing's service area. Vision and strategic planning, financial oversight for a \$22 million corporate operating budget and \$330 million in funds that support individual families, leadership for a team of 220, including seven direct reports, and building and stewarding partnerships, coalitions, and relationships with government leaders will all be key to success. The incoming Executive Director will bring exceptional operational and financial acumen, including proven skills in organizational leadership and supportive staff management. This individual will have demonstrated fundraising experience and a depth of knowledge in the areas of economic mobility, community development, and/or housing that is affordable to households that have extremely low incomes.

COMPENSATION AND LOCATION

Metro Housing|Boston is committed to salary transparency. The minimum hiring salary for this position is \$200,000, and the maximum is \$234,000. It is not typical for an individual to be hired at or near the top of this range. The final offer is determined by a candidate's relevant experience and Metro Housing's commitment to internal equity.

The Executive Director position is based at the organization's headquarters at Roxbury Crossing in Boston, Massachusetts. Metro Housing|Boston employs a hybrid workforce. The Executive Director is expected to be a visible leader throughout the region and available to work on-site.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/metro-housing-boston/executive-director>

Electronic submission of materials is strongly encouraged.

Donna Cramer, Partner
Berlinda Mojica, Senior Associate
Ryan Smillie, Senior Search Coordinator
Isaacson, Miller

AN EQUAL OPPORTUNITY EMPLOYER