



Urban Edge Position Announcement Chief Executive Officer

Urban Edge, an outstanding nonprofit community development corporation in the Roxbury neighborhood of Boston, is seeking a dynamic new CEO. Urban Edge is one of the oldest and largest CDCs in Massachusetts, with a significant development history and portfolio.

The Organization

Urban Edge is dedicated to strengthening communities and families in Roxbury, Jamaica Plain, Dorchester and surrounding communities. Together we build affordable housing and vibrant, prosperous neighborhoods.

Urban Edge realizes its mission by work in three areas:

- Building and preserving affordable housing for families along with commercial and community facilities
- Advising families seeking a safe and stable place to call home by providing homeowner services, financial education, tax assistance and student loan counseling
- Organizing with a focus on leadership development, youth employment and civic engagement initiatives

In 1974, Boston was suffering from the effects of redlining, real estate speculation and displacement of low- and moderate-income families. Market pressures and gentrification threatened the racial diversity and economic life that had developed over generations. Community leaders came together and founded Urban Edge to rebuild and revitalize neighborhoods that had been damaged by the planned extension of I-95 through the city. Urban Edge put abandoned and condemned homes back into use by acquiring and renovating them, setting in place a vital organization that has contributed now for more than 40 years to creating neighborhoods of choice in Roxbury and Jamaica Plain. Urban Edge is a NeighborWorks affiliate and a recipient of funds from the United Way and the Ford Foundation along with many other foundation and individual contributors.

Urban Edge approaches community development as a member of the community. It has developed and preserved 1,500 units of affordable rental and ownership housing and 82,500 square feet of neighborhood-scale retail and community facilities. It has assisted 1,250 new homeowners created through First-Time Homebuyer Workshops and supported 900 families who were spared from losing their homes through Foreclosure Prevention Counseling.

Today Urban Edge has annual operating revenues of \$4.5 million and assets of \$11 million, a staff of approximately 27, and an active community Board of Directors of 24. It owns approximately 1,400 units of affordable housing and 80,000 square feet of commercial space. Having just completed Jackson Commons, a green, mixed-use, mixed-income, transit-oriented development that is part of an 8 building, \$250 million redevelopment effort in Jackson Square, Urban Edge is actively working on several other development projects, including the Jackson Square Recreation Center, an indoor ice rink/turf field, and Walker Park Apartments, an 49-unit innovative pilot project to reduce the cost of building affordable housing in Boston.

Urban Edge's Board recently created an aspirational and aggressive Strategic Plan for 2015-2020.

Projected outcomes are:

- Egleston and Jackson Squares are destination neighborhoods in the City of Boston
- Urban Edge's integrated programs strengthen families and youth who are the bedrock of our community
- Neighborhood real estate markets meet the housing demands of families
- A strong partnership between a community Board of Directors and high-performing professional staff drives an aggressive community development agenda
- Urban Edge's high quality performance and innovation is widely recognized, resulting in increased resources to serve our community

The Position

The new CEO will succeed Chrystal Kornegay who has recently been named Undersecretary of the Department of Housing and Community Development for the Commonwealth of Massachusetts. S/he will benefit from the leadership of

an experienced Interim Director, Susan Davy. We are seeking a leader with keen intellect, initiative, integrity and flexibility to address the practicalities of a growing and complex nonprofit; respect and humility to honor the impressive work done to date; and courage and creativity to grow the organization to reach new levels of promise.

Key Responsibilities

- **Strategic Planning:** Carry out the implementation of Urban Edge's current strategic plan and ensure that resources are in place to support the vision and expand successful programs. Effectively articulate a vision motivating others to help in the implementation, and anticipate Urban Edge's changing needs with imagination.
- **External Leadership:** Advocate for Urban Edge's work and for needed affordable housing and community development policies, developing relationships with public officials, local and national leaders, and community residents.
- **Financial Oversight:** Work with the finance staff to finalize budgets, oversee revenues and expenditures, and maintain internal controls and financial discipline. Provide financial planning and ensure fiscal responsibility and continued growth.
- **Organizational Management:** Work closely with the Board to refine and develop policies and set organizational direction that will continue to strengthen and maintain Urban Edge's programs. Implement changes aimed at continued operational excellence in program delivery and manage internal operations toward optimal effectiveness by setting priorities, agendas, strategies, timelines and work plans.
- **Personnel Management:** Establish an organizational tone which encourages open communication and teamwork while stressing measurable results and accountability. Lead by example and with style, promoting collaboration and leadership development among staff, volunteers, board members and other key constituencies. Oversee an experienced senior staff, recruiting, coaching, motivating, supervising and retaining as appropriate. Assume final responsibility for effectiveness in programming, outreach and internal efforts.
- **Interaction with the Board:** Report to and confer with the Board of Directors, providing information to help the Board in strategic planning and formulating effective policies. Support the board in effective governance and assist in recruitment and retention of productive members.
- **Fundraising:** Serve as the chief fundraiser for Urban Edge's annual operations and capital needs including the current \$6 million Jackson Square Recreational Center campaign. Involving the board appropriately, s/he will analyze the organization's fund development needs, report to the Board regarding development of fundraising capacity, and research potential funding opportunities, pursuing any that are possible and appropriate. S/he will personally engage in all appropriate forms of fundraising.

Desired Skills, Experience and Characteristics

- Passionate commitment to the mission and dedication to community-based development and engagement
- Experience in affordable housing and real estate development
- Knowledge of programs utilized to support community development and affordable housing
- Public policy experience and advocacy skills
- Capability managing competing demands while leading in a way which embodies respect, teamwork and collaboration
- History of growing enterprises within the realities of limited resources
- Proven experience managing an organization budget, understanding of legal and tax requirements applying to nonprofits, and well-developed quantitative skills
- Track record of identifying and securing private and public funding through fundraising and government relations
- Proven ability to successfully manage critical, strategic relationships with partners
- Ability to be a resource and strategic partner to the Senior Management Team and Board and a strong team orientation
- Equal parts humor, patience, and tenacity along with an abundance of common sense and good judgment and calmness alongside the ability to respond to emergencies quickly and clearly
- Ability and eagerness to be a dynamic and compelling ambassador to all audiences
- Exceptional oral, written, listening and interpersonal communications skills
- Bachelor's degree required; masters preferred

Please see additional information at www.urbanedge.org.

To Apply

Please send cover letter, resume and salary history to Susan Egmont, Egmont Associates, segmont@egmontassociates.com.