



**GROUNDED
SOLUTIONS
NETWORK**

strong communities
from the ground up

POSITION ANNOUNCEMENT

Chief Executive Officer

Background

[Grounded Solutions Network](#), with an annual budget of more than \$4 million and employing 20 staff, was formed through the January 2016 integration of the [National Community Land Trust Network](#) and [Cornerstone Partnership](#). This integration provided a framework to bring together an extensive network of member practitioners from local communities who have a deep understanding of best practices for creating inclusive communities with lasting affordability.

The organization's two primary goals are to: 1) advance housing policies that lead to access, equity and inclusion; and 2) multiply the number of units with lasting affordability by building the capacity of practitioners, boosting the quality of programs, and spreading innovation for greater impact on the ground. When communities are inclusive, all people have access to safe places to live and are empowered to shape neighborhoods into places with opportunities for everyone to thrive.

Grounded Solutions Network is the only nonprofit organization with the technical expertise to advise local governments and advocates on inclusive housing policies, advise program staff on best practices in program design and implementation, and provide a home for those practitioners to learn and improve. Grounded Solutions is the leading provider of technical assistance, training, tools and resources for community land trusts (CLTs), deed restricted housing and inclusionary affordable housing programs and seeks to make lasting affordability the new norm in affordable housing. The organization works broadly by helping communities identify their goals, needs, and the policies that will be most impactful for their particular local conditions and it works deeply as specialists in CLTs, lasting affordability, inclusionary housing, and other value capture policies. Grounded Solutions is an organization with a bold purpose: to promote housing solutions that will stay affordable for generations, allowing communities to stabilize and strengthen their foundations, from the ground up.

Qualifications

As Grounded Solutions Network continues to experience significant growth and build upon its unique strengths, a search is underway for an experienced visionary Chief Executive Officer (CEO). Grounded Solutions has exclusively retained Nonprofit HR to assist in its recruitment efforts for its next CEO. The new CEO will be charged with driving Grounded Solutions Network's strategic plan – which includes several key elements where the new leader will need to bring the plan to life and help grow the organization through access to resources and partnerships to enhance and sustain the organization's financial goals and mission-driven opportunities.

The CEO will oversee governance and operation – leading the charge in establishing new pathways to private and public resources that will generate sustainable programs and activities that support the organizational mission. The CEO must be able to skillfully navigate the organization as it grows and establish the organization as a national leader and partner in affordable housing.

Working as a collaborative leader with the Board of Directors and staff, the CEO will develop and implement the vision and strategic initiatives for the organization. The CEO is responsible for providing strategic leadership, administration and management of Grounded Solutions and must have experience creating and maintaining an organizational culture that attracts, motivates, and retains a diverse, talented staff to blend skill sets, meet objectives, and provide efficient project execution. The CEO is the principal liaison between the board and all other organizational stakeholders. The CEO must have experience in policy formation at the federal, state and local level. In partnership with the Board of Directors, the CEO will lead the transformation of Grounded Solutions Network from its current stage to a mature organization capable of delivering on its long-term vision.

The CEO must have broad management experience in a non-profit, municipal or similar setting, including program and project development, implementation, and evaluation; short- and long-term strategic planning; and budgetary oversight. The CEO must have exceptional leadership presence and experience serving as a spokesperson for an organization, with demonstrated ability to leverage organizational visibility and credibility through the media and other public relations sources. The CEO must have proven fundraising experience to secure public and private contributions for Grounded Solutions and be able to lead, execute and facilitate resource development initiatives and programs that establish fundraising partners.

The CEO must possess a deep understanding of the interplay between housing, development, land use and equity including an understanding of how to advance equity through changes in these areas, as well as how to increase equitable access for historically underserved and excluded communities (including communities of color and low-income communities).

The CEO must have the ability to inspire, and be able to demonstrate passion for Grounded Solutions Network's mission and social justice issues and have the intellectual depth and skill communicating the needs and achievements of an organization to a wide range of constituencies. The CEO must be an excellent listener, employ an inclusive leadership style and be able to foster creativity among members and staff.

The successful candidate will have a bachelor's degree or advanced degree highly preferred, in one of the following disciplines: Business Management, Organizational Effectiveness, Nonprofit Management, Public Administration, Planning or Public Policy or related field and a minimum of 10-12 years of executive management experience of which at least seven years should include significant leadership and management experience. The position requires a proven track record in fundraising from a variety of sources, including but not limited to financial institutions, major gifts, grants, and revenue-generating activities, including demonstrated success in building relationships among and working effectively with diverse groups. It is essential that s/he possess excellent written and oral communication skills, with considerable experience in writing and presenting information, particularly financial information to a variety of audiences. The position requires experience working remotely and managing a remote workforce.

The preferred location for this position is Washington, DC. Given the virtual environment of the workforce, other locations will be considered for successful candidates that advance as finalists.

Grounded Solutions is committed to building a racially and culturally diverse team and encourages candidates from all backgrounds to apply. The work is empowered by a staff that is rich in diverse thoughts, perspectives, cultures and human identities.

How to Apply

For consideration, interested candidates should submit a cover letter and resume. Your cover letter must address your experience and qualifications being sought.

Send materials to: execsearch@nonprofithr.com ATTN: "Grounded Solutions Network CEO Search" in the subject line. Electronic submissions highly preferred. Interested individuals are encouraged to apply immediately.

Please visit: www.GroundedSolutions.org for more information about the organization, and see below for pertinent information curated specifically for CEO candidates.

To obtain further details about this opportunity, contact Myra T. Mathis, Executive Search Practice Leader at Nonprofit HR at (202) 785-2060.

More Information for Prospective Candidates

[2016 Impact Report](#)

[Recent Press Mentions](#)

To view the organization's **2017-2021 Strategic Framework**, please contact Myra Mathis at mmathis@nonprofithr.com or (202) 785-2060.