



Chief Executive Officer Northern Virginia

DR*i* Waterstone
HUMAN CAPITAL

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An End to Homelessness

Founded in 1977, New Hope Housing is an innovative, award-winning nonprofit agency in Northern Virginia committed to finding creative and lasting solutions to end the cycle of homelessness by offering homeless men, women, and children the services they need to change their lives and succeed. Each of those success stories adds to a stronger, healthier community for all.

“Thanks to New Hope Housing, I know now my past is not my future and that I move ahead in a destiny of my own making”

- John S.

VISION

The vision is a home and bright future for every man, woman, and child in this community.

MISSION

New Hope Housing provides homeless families and individuals with shelter and the tools to build a better life.

VALUES

The core values of New Hope Housing are:

- ❖ Renew hope that homelessness is solvable.
- ❖ Welcome all, including the unwelcomed.
- ❖ Treat each individual with dignity and respect.
- ❖ Believe that competent and dedicated staff is critical to the mission.
- ❖ Behave as effective stewards of the human and financial resources entrusted to the organization.
- ❖ New Hope Housing is a community-based organization.



Philosophy

New Hope Housing ends homelessness in Northern Virginia by providing housing, offering hope, and building community.

Since the 1970s, New Hope Housing has been providing a comprehensive, innovative array of services to homeless families and single adults. New Hope Housing is the oldest and largest provider of shelter beds in Northern Virginia. Grounded in their vision, mission, and core values, they offer innovative and lasting solutions to end the cycle of homelessness by providing homeless men, women, and children the services they need to change their lives and succeed. Each of these success stories contributes to a stronger, healthier community for all.

New Hope Housing's philosophy and approach to services are grounded in two programs that are foundational to their way of operating. The first is The Mandt System[®], a systematic training program that teaches the use of a graded set of alternatives to escalating conflict. The Mandt System[®] is based on the principle that all people have the right to be treated with dignity and respect. New Hope Housing has certified Mandt trainers on its staff and provides Mandt training for all staff in order to create an environment of dignity and respect, resulting in a sense of hope and hospitality for residents.

The second foundational program, Out Of Poverty (OOP), is a structured curriculum designed to foster personal transformation. Developed by an educator and a social worker, the curriculum fosters the mental, emotional, and behavioral changes necessary to intervene in the poverty cycle and build a different future. The program uses a group process and helps each individual to accept responsibility for his/her life experiences and to develop methods of moving beyond those experiences while learning new behaviors. The OOP lessons include self-management, work-relevant values, self-determination, and tools such as action planning, mental rehearsal, understanding personal responsibility, and the keys to negotiating differences.



Summary

New Hope Housing (NHH) is looking to hire a new Chief Executive Officer (CEO). The CEO is responsible for all aspects of New Hope Housing's operations, leading the staff in accomplishing NHH's goals while acting as the primary spokesperson to external parties. This position operates under the supervision of NHH's Board of Directors and will provide regular and fulsome updates to the Board about the organization's financial, programmatic, and developmental operations. The Chief Executive Officer is expected to possess excellent interpersonal skills, a strong and clear leadership style, and a passion for eliminating homelessness.

ESSENTIAL FUNCTIONS

Leadership

- ❖ Supervise members of the Executive Staff (Senior Administrative Officer, Senior Program Director, Senior Development Director) in NHH's daily operations.
- ❖ Regularly monitor and assess workloads across NHH's facilities, identifying challenging situations and giving in-depth feedback to the Board.
- ❖ Actively listen and stay open to suggestions and be comfortable with leading organizational change.

Program Management/Financial

- ❖ Work closely with the Board of Directors to support and facilitate effective oversight and direction of NHH while building the platform for the permanent Chief Executive Officer.
- ❖ Lead and drive the strategic plan for the organization in partnership with the Board of Directors.
- ❖ Oversee the organization's financial status, including developing long- and short-range financial plans, monitoring the budget, and ensuring proper financial controls are in place; ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality across the organization.
- ❖ Structure a plan for regularly auditing the operations for financial well-being, monitoring safety, etc.; evaluate and build effective systems to track progress and compliance of program components.
- ❖ Identify and evaluate all County contracts; understand and have experience with social services contracting at federal, state, and local levels.
- ❖ Establish robust policies and procedures for the organization.
- ❖ Evaluate staff safety concerns and immediately institute corrective policies and procedures to improve and regularly monitor safety protocols.



Staffing/Personnel

- ❖ Evaluate the organizational structure and make appropriate recommendations to the Board, including reorganization and leadership hiring needs.
- ❖ Build, lead, support, and retain a fully competent and inclusive team of professionals and support staff, including an executive team.
- ❖ Evaluate future "culture" within NHH, identifying opportunity areas and improving employee morale.

External Relations/Resource Development

- ❖ Able to effectively promote the mission of NHH to professional, civic, and private organizations as well as key policymakers, influencers, and potential donors, devoting equal energy to each of these groups.
- ❖ Understand the current changes in policy and funding and how those changes are creating opportunities and challenges for NHH.
- ❖ Engage actively and energize New Hope's key stakeholder groups.

Qualifications

- ❖ 15+ years of leadership experience in nonprofit organizations, minimum of five years in an executive-level role.
- ❖ BA/BS degree required; supporting graduate-level degree (MPP, MBA, etc.) preferred.
- ❖ Demonstrated commitment to equity, inclusion, and social justice.
- ❖ Understanding of budgets, contract funding, cost-sharing among contracts, etc.
- ❖ Possesses high emotional intelligence – especially self-awareness and self-management; looks inward as a role leader to address possible challenges.
- ❖ Able and willing to make tough personnel decisions.



Applications should be submitted at
https://driwaterstonehc.com/NHH_CEO

All first-round interviews for this position will take place via video conference with DRiWaterstone.

DRiWaterstone is an executive search firm that recruits senior leaders for nonprofit and social enterprise organizations.

New Hope Housing provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.