



Position Announcement: CEO, CASA located in Raleigh, NC

Ask Yourself?

Are you passionate about developing teams and coaching the people who work with you? Are you a relationship-centered leader? The kind of leader who believes people are an organization's most important asset and who knows how to build, nurture, and inspire a community internally and externally.

Are you a strategist with experience leading financially complex organizations serving a high-need client base? The kind of visionary strategist that sees today's realities and tomorrow's possibilities and blends them together to forge an innovative plan for growth built on data, input, and a deep understanding of client needs.

Are you driven by the truth that as humans we are more alike than we are different and that a safe, stable place to live is foundational to the human experience? Do you believe that the solution to homelessness is housing?

Why?

CASA, a non-profit housing provider based in Raleigh, NC with a mission to provide access to stable, affordable housing for people who are homeless or at risk by developing and managing rental communities, **is on the hunt for its next Chief Executive Officer.**

The current CEO Mary Jean Seyda will retire later this year and the Board has formed a Transition Committee to guide the successful leadership transition.

What Will You Do as CASA CEO?

- Lead a culture of strategic compassion laser-focused on providing housing to the most vulnerable adults and families in the Triangle, many at 30% or below the area median income.
- Creatively overcome the challenges of serving a vulnerable population in an economically thriving community—rapidly rising real estate costs, a highly educated labor market, and increasing demand for affordable rental housing
- Drive efforts to grow the current housing portfolio of nearly 500 units by more than 180 units in the next _years
- Coach a 28-member staff team, nurturing a sense of unity that ensures collaboration and personal accountability, recognizing that many staff members journey daily with tenants who face extraordinary mental, physical, and emotional challenges
- Directly mentor and supervise the financial, real estate development, fundraising, and human resource leaders
- Partner with the Board of Directors (currently 12 members) to set the strategic vision, determine the priorities, and ensure the funding that positions CASA to end homelessness for as many adults and families as possible

- Forge alliances with elected officials, city, county, and state staff leaders and partners within the full spectrum of housing who are focused on leveraging all available resources to support affordable housing needs
- Oversee a growing portfolio of nearly 500 housing units ensuring that every property is a place where your mother would be proud to live
- Inspire donors, funders, and government partners to invest deeply in CASA's plans to end homelessness for as many as possible
- Manage an annual budget of \$5 million+ and real estate assets of 25 million+
- Build on the successes of three decades of service to the community and position CASA to surpass all expectations in the next three decades

Why CASA?

Since 1992, CASA has focused on building and managing affordable housing for low-income families and individuals, with an emphasis on people experiencing homelessness. CASA manages nearly 500 affordable apartments and homes in Wake, Durham, and Orange counties and has 180+ apartments in the pipeline for new construction development.

CASA is guided by the following beliefs:

We believe that the solution to homelessness is housing

CASA understands that Housing First - providing permanent housing as quickly as possible to someone experiencing homelessness - is the most compassionate and effective way to end homelessness for an individual or family. CASA housing is permanent housing, so tenants can put down roots, get to know their neighbors, and participate in their communities.

We believe in the power of an affordable home to transform lives

CASA homes strengthen individuals and families by providing the peace of mind and security that come with building financial stability, taking responsibility for one's own health, and having a permanent address to secure a job and send children to school. CASA tenants consistently report improvements in mental health, physical well-being, and quality of life after they move in.

We encourage the sense of hope that tomorrow can be better than today

CASA recognizes that enjoying the safe foundation of a permanent home fosters the independence, sense of dignity, and confidence we all need to face the challenges of everyday living. CASA tenants are often living with disabilities and with very few resources. A permanent home provides a home base from which individuals can tackle these challenges and to which they can return for rest and recovery.

We take seriously our responsibility to strengthen the fabric of neighborhoods

CASA works diligently to ensure that our buildings are well maintained and attractive. We contribute to the health and beauty of each neighborhood by revitalizing abandoned properties or building high quality new homes. Our maintenance team provides round the clock responsive and preventative care. Our compassionate leasing team teaches the skills of communal living and conflict resolution. We endeavor to improve each community of which we are a part and to always be good neighbors

CASA is a 501(c)(3) nonprofit organization funded through rental income, philanthropic gifts, and local, state, and federal government grants.

CASA's core values are compassion, respect, service, and excellence. Putting those values into practice, we renew our commitment to justice, diversity, and inclusion. We stand in solidarity with people of color across the Triangle and across the nation. #BlackLivesMatter

Want to know more, visit CASA's website: www.casanc.org

Key Lived Experiences, Attributes and Skillsets of the CEO

- All in on the CASA mission, values, and beliefs
- Experience casting a vision, building a strategy, and leading the successful execution of a plan
- Inspiring communicator who can motivate staff, the Board, donors, partner agencies, government allies, and volunteers
- Relationship builder with a natural curiosity and interest in those who view the world through a lens different than their own
- Ability to understand the financial complexities and regulatory necessities of an organization that operates with government funding (specifically HUD), rental income, private donations, social impact investment, and financing
- Knowledge of human resource functions with direct experience in structuring, hiring, onboarding and continually building a team
- Creative and strategic thinker
- Listener focused on understanding then responding
- Decision-maker who understands when it is time to build consensus and when it is time to act
- Collaborative problem solver who is available to every staff member regardless of organizational rank and is sought after by other community leaders focused on housing solutions
- Experience in nonprofit management, real estate development and/or property management preferred
- Compassion for and experience with those who have experienced homelessness and/or trauma, preferred
- Understanding of the affordable housing, real estate, government, and philanthropic landscapes of the Triangle, preferred

Think you are the next CASA CEO?

To apply, click on the link to the **Chief Executive Officer** position profile at ArmstrongMcGuire.com/apply. You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact shannon@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email.

Review of candidates will begin in June 2021 and continue until the position is filled. Salary is commensurate with candidate experience and size of CASA's operating budget. Benefits include health, dental, and life insurance, short-term disability, a flexible spending plan, SIMPLE IRA retirement plan, 12 paid holidays, and accrued vacation and sick time.