



RICHMOND REDEVELOPMENT AND HOUSING AUTHORITY IS SEEKING A CHIEF EXECUTIVE OFFICER

The Richmond Redevelopment and Housing Authority (RRHA) continues to help transform the lives of families and communities across the city with a revitalized spirit by delivering effective services to our Public Housing residents and our Housing Choice Voucher Program participants with the assistance of strategic partners, landlords, developers and many others. In defining who we are and how we do business, we operate by the phrase “iACT:” Integrity, Accountability, Customer Focus, Teamwork.



The Community

Steeped in history, the City of Richmond has worked hard to preserve its past while embracing the future. Ranked by several national publications as being among the “Best Places to Live and Work in America”, the City is still making history. Virginia’s capital city is the fourth largest city in the Commonwealth, with over 232,000 citizens calling Richmond home. Throughout its 62.5 square miles, the City offers a diversified employment base that extends from chemical, food and tobacco manufacturing to banking, biotechnology, semiconductors, and high-tech fibers.

Richmond features a broad array of local attractions, including museums, sports and entertainment venues, outdoor pursuits throughout one of the nation’s largest river park systems, a vast array of historic landmarks, professional symphony, ballet and opera, as well as several prominent universities. Two of Virginia’s twenty Fortune 500 companies are headquartered in the City (Altria Group and Dominion Resources), a testament to the City’s outstanding business climate. The City of Richmond has received numerous awards including being named one of the nation’s 50 Best Places for Business and Careers and was ranked one of the 20 Happiest Cities for Young Professionals in America by Forbes.

The Organization

The work of the Richmond Redevelopment and Housing Authority (RRHA) is a proud reflection of tradition and service spanning more than seven decades. RRHA was created by the Richmond City Council in 1940. The largest housing authority in the Commonwealth of Virginia, RRHA serves nearly 10,000 residents and manages over 3725 units through its Public Housing Program. Through its various Housing Choice Voucher Programs (Section 8), RRHA provides subsidized housing assistance to more than 3200 families, having a current voucher authority of 3574. RRHA also manages neighborhood redevelopment and conservation programs throughout the city of Richmond.

The Richmond Redevelopment and Housing Authority is governed by a nine-member board of commissioners appointed by the Richmond City Council for four-year terms. A locally administered and federally funded housing authority, RRHA provides real estate development, rental housing assistance, and property management of public housing communities for low and moderate income families throughout the City of Richmond.

Currently, RRHA acts as a conduit for federal, state and local tax exempt funding for projects within the City of Richmond, in addition to its own projects. Transformation and redevelopment of its aging public housing stock is a priority that will continue to guide much of RRHA's work. RRHA is committed to the transformation of its public housing and to supporting families in their efforts to transition to other housing opportunities. RRHA works with a number of valued partners including non-profit and philanthropic organizations, city and state organizations on development efforts, as well as providing services to public housing residents.

Virginia, including Richmond, makes Frommer's list of the **"BEST PLACES TO GO IN 2019."**

Frommers

50

Best U.S. Cities for Employment Satisfaction

Glassdoor

Bon Appetit dubs Richmond

"AMERICA'S NEXT GREAT RESTAURANT-OBSESSED TOWN."

Bonappetit.com



More than **52%** of the Richmond population are women

RVA has a "prime working age" of **25-54 years**

48.8% Black/African American

45.9% White

6.7% Latino or Hispanic

84.5% High school graduate or higher, age 25+

37% Bachelor's Degree or higher

Top 100

Healthiest Cities for Women

Self Magazine

- Average 25-minute commute time for Richmond residents
- 58.75°F (14.9°C) average temperature of the Richmond Region
- RVA's cost of living is 95/100 - 5 points lower than the U.S. average
- There are 9 historic districts in downtown Richmond alone
- Men-owned firms: 9,180
- Women-owned firms: 7,426
- Minority-owned firms: 6,859



The Position

Overseeing an organization of 192 FTEs and a budget of over \$78.6 million with over \$152 million in assets, the CEO reports to the Board of Commissioners and is responsible for overseeing and coordinating strategies for development, housing management, and the financial and administrative operations of a very complex organization. The successful candidate will be a decisive yet empathetic leader with a demonstrated track record of bringing people together and successful completion of projects through the use of a combination of technical and soft skills. The next CEO will establish relationships with stakeholders and quickly learn the community dynamics while remaining apolitical. They must have the knowledge of or the ability to learn all aspects of housing and urban development and be familiar with the nuances of development. RRHA's next leader will reinforce the work of the experienced senior management team and create a positive culture in the organization with organizational effectiveness, and support and provision of resources for training, development, and mentorship. They will be a strong communicator of RRHA's vision within the organization and to all those who interact with RRHA. The CEO will implement strategies for successful community engagement with stakeholders including public housing residents, voucher program participants, advocates, as well as partner effectively with leadership in the City of Richmond and surrounding counties and members of the development community.

The successful candidate will have knowledge and experience with:

- Revitalization of public housing communities and/or other housing serving very low income persons;
- Low Income Housing Tax Credits and other federally assisted housing;
- Urban community planning processes and practices;
- Creation of collaborative models that engage local and state agencies, non-profit organizations and service providers to achieve resident self-sufficiency;
- Federal, state, and local standards, regulations, practices and programs related to the operation and management of a redevelopment and housing authority, including the asset management business model, under the Public Housing Operating Fund Rule (24 CFR 990);
- Creation of public/private housing opportunities;
- Strategic planning and project management;
- Public-sector financing, particularly those related to federal, state, and local financing of public housing and redevelopment projects and programs;
- Property acquisition and property redevelopment;
- Organizational operations and leadership;
- Administration of social services programs; and
- Developing and sustaining public and private partnerships.



Candidate Profile

The CEO represents the organization with government officials, political agencies, community groups, public housing residents, businesses, news media, the general public, employees, and others. It is essential the next CEO exercises independent judgment and initiative with the highest level of integrity. The work requires extensive contact with ranking government officials and the public with critical and organization-wide impact. Ideal candidates will exemplify human relations skills, particularly leadership, consulting, negotiating, influence, and supervisory skills. The CEO must have the capacity to deal effectively with a wide-variety of individuals, including those who exhibit skepticism or who do not cooperate. They will need to be forward and inward facing and have the ability to understand community dynamics. It is important the next CEO be intentional about actively participating in the community.

The next CEO will lead the organization in the execution of RRHA's Strategic Plan, particularly in the transformation of public housing with the prioritization of redevelopment and identification of resources to realistically achieve goals. This will require extensive skills in coordinating multiple-unit activities, clear communication, and engagement of residents and stakeholders to achieve targeted results.

Leadership Opportunities

The next CEO will have a proven track record of successfully serving in a senior/executive leadership role with experience in, or a passion for, service organizations and affordable housing issues. RRHA is seeking an experienced leader who can establish a shared vision, form consensus in an evolving business environment and quickly and effectively lead the organization through a needed evolution and rebranding. They will:

- Engage residents and build trust;
- Provide vision and motivate staff to perform at high levels;
- Translate the strategic direction of the Board into progress on the ground;
- Present a holistic approach to affordable housing that combines high quality living environments with services;
- Promote social welfare and relieve poverty;
- Form partnerships with federal, state, and local governments, nonprofit and for-profit businesses and civic organizations and the philanthropic community to revitalize residential and commercial communities, create economic development, job creation, and housing opportunities;
- Ensure the long-term affordability of the improved properties;
- Create opportunities for new rental and homeownership housing;
- Provide comprehensive self-sufficiency services to improve residents' quality of life and support employment objectives;
- Preserve and enhance key community assets to strengthen neighborhoods and businesses to promote economic vibrancy;
- Preserve neighborhoods and commercial districts by rehabilitating existing structures; and
- Maintain a balanced RRHA budget and implement financial/fiscal controls.



Qualifications and Experience

The successful candidate must have a bachelor's degree in urban planning, public administration, business or finance administration, or a related field, and 10 to 15 years of experience in the field of public housing and redevelopment operations, to include progressively responsible management experience or any equivalent combination of education and experience that provides the required knowledge, skills and abilities. The position demands excellent verbal and written communication skills coupled with exceptional organizational abilities and strong administrative skills. A graduate degree and Public Housing Manager Certification are preferred.

Compensation and Benefits

RRHA will offer a competitive salary range commensurate with the successful candidate's qualifications and experience and a competitive benefits package including comprehensive medical benefits, participation in the Virginia Retirement System, life insurance, annual leave, and short-term disability coverage. Other benefits can be negotiated with the Authority, including relocation.



Application and Selection Process

Qualified candidates please submit your cover letter and resume online by visiting our website at:

<https://bakertilly.recruitmenthome.com/postings/2702>

Interested applicants are strongly encouraged to apply no later than January 29, 2021. Following this date, applications will be screened against criteria outlined in this brochure. On-site interviews with RRHA will be offered to the final three candidates with reference checks, background checks and academic verifications conducted after receiving candidates' consent. For more information, please contact Patty Heminover at patty.heminover@bakertilly.com or by calling 651.968.7841.

More information about Richmond Redevelopment & Housing Authority is available at www.rrha.com

Richmond Redevelopment & Housing Authority is an Equal Opportunity Employer



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