

Fifth Ward Community Redevelopment Corporation Chief Strategy Officer

Sorrell is pleased to partner with Fifth Ward Community Redevelopment Corporation (FWCRC) in its search for a Chief Strategy Officer (CSO). Organized in 1989, FWCRC, a NeighborWorks Charter Affiliate, is a catalytic organization dedicated to the collaborative fostering of holistic community development. As a steward of Houston's Historic 5th Ward and comprehensive community developer, FWCRC seeks to enhance quality of life for individuals and families, eliminate blight, attract investment and resources, encourage commercial and business development, coordinate government and public service, and offer a sense of destination and creative place-making. The finished product is a healthy and vibrant community for residents and visitors alike.

FWCRC's mission is to "catalyze resources to build and preserve an inclusive 5th Ward Community by developing places and opportunities for people to live, work and play." See <https://www.fifthwardcrc.org/> for more information.

Summary of the Position

Under the direction of the CEO, the CSO provides and oversees a high level of professional community services to the Fifth Ward CRC service area, clients and partners through the organization's multiple lines of businesses, programs/services, and projects. This position is responsible for developing and maintaining relationships with internal clients and private and public sector partners. In supporting comprehensive community development strategies, the CSO works with staff, various organizations and service providers in the design, management and delivery of programs, services and projects in response to community needs, corporate vision and strategic plans.

FWCRC's response to the community and strategies are organized by the following lines of business:

- **Real Estate Development:** To encourage the physical redevelopment of 5th Ward by acquiring and availing land for development, the development of commercial space, and offering housing opportunities primarily through the development of affordable for-sale and rental developments.
- **Economic development:** To foster a robust local economy by attracting investment that generates job and entrepreneurial opportunities; eliminating barriers to building wealth, increasing income and assets; preserving local businesses, and attracting new business and retail development.
- **Homeownership promotion and preservation:** To build and foster community members' goals to be homeowners by facilitating home purchasing and building financial capacity.
- **Arts and Cultural Development:** To celebrate 5th Ward's historic heritage, provide inclusive cultural and artistic activities, and build community pride.
- **Community Engagement and Supportive Services:** To build community leadership, address gaps in services, and support the development of social infrastructure as critical foundations of overall neighborhood revitalization.

Currently, one of the most critical partnerships that the CSO stewards for FWCRC is the Houston Local Initiatives Support Corporation (LISC), the nation's largest community development support organization. LISC provides capital, technical expertise and training to help develop local leaders and invest in the creation and growth of affordable housing, local community centers and businesses that create new jobs. One of the key initiatives from LISC that the CSO will continue to oversee is the Go Neighborhoods program. FWCRC was selected to be the convening agency for this program,

and a manager of Go Neighborhoods reports up to the CSO position. See <https://www.lisc.org/houston/> for more information about LISC and its initiatives.

The Ideal Candidate

FWCRC is seeking a gifted strategist, not only a strong program manager. As a member of the Executive Team the CSO will need to be highly knowledgeable about the nonprofit/community development sector and provide advice, counsel, programmatic analysis and recommendations to the CEO to develop and implement the goals and priorities of FWCRC. S/he must have and/or quickly develop capabilities in the areas of economic development, public policy, urban planning, community engagement, external relations, and change management leadership. The ideal candidate will have experience working in a nonprofit and/or government framework and proven ability to develop and maintain partnerships to support the growth and resources of FWCRC.

S/he will need to be skilled in management with very strong communication skills and the ability to read audiences and pivot quickly from one stakeholder group to another. Equally important will be the candidate's ability to provide excellent leadership by assigning team members clear accountability backed by appropriate authority. The CSO will lead and supervise staff, interns, volunteers and contractors as well as provide direction coordination and oversight of consultants supporting program initiatives. The ideal candidate will be a positive, energetic, hands-on leader with a deep passion for FWCRC's mission and the community it serves, and s/he will have the talent to integrate vision, strategy, and execution to move the organization forward during a time of significant growth.

Essential Duties and Responsibilities

- Successfully delivers assigned projects within budget, on schedule, in accordance with the established scope of work as specified by the Strategic Plan.
- Actively participates in working with the CEO and the Board in developing and implementing a new Strategic Plan every three years.
- Manages Fifth Ward CRC budgets as per approved plans.
- Identifies techniques and strategies for forging and maintaining strong client relationships with assigned community projects.
- Responds to FWCRC needs by providing effective and economical project alternatives and solutions for their community objectives.
- Builds the organization's ability/capability to communicate clearly and effectively through a variety of mediums and facilitates understanding of effective problem-solving techniques.
- Develops, implements and evaluates internal & external communications plans for grant recipients.
- Processes problems into solutions or new opportunities.
- Analyzes various business approaches, develops marketing cases, assesses scenarios, makes recommendations and documents appropriately.
- Manages and monitors the progress of each program/project and reports to management, funders, partners and the community at large.
- Manages the end-to-end delivery of design, marketing & print projects, products & services as it relates to the branding and communications for the organization.
- Contributes to projects affecting the direction of the clients such as business planning through the delivery of technological solutions.
- Manages multiple tasks and priorities for maximum personal and organizational success.
- Provides professional input and advice regarding surveys and related information gathering and measurement tools.
- Oversees the work and ensures the quality of the work of personnel, whether they are paid staff or volunteers.
- Handles other related duties assigned as needed.
- When public health dictates permit some domestic travel may be required.

Desired Skills and Capabilities

- Bachelor's degree from an accredited college or university. Master's degree preferred, in public or urban policy, public affairs, nonprofit management, business, or related fields.
- Minimum seven years of relevant work experience in community and economic development or a related field with progressive responsibility for program development and evaluation, partnership development, resource development, team management, and technical assistance; with at least two years of experience in supervising, directly or indirectly, staff, consultants and working groups.
- Experience in strategic planning and organizational/community development; demonstrated experience and skills in change management; and demonstrated ability to think and act strategically while focusing and executing tactically to ensure successful and timely outcomes.
- Demonstrated ability to solve problems, analyze quantitative and qualitative information and make recommendations.
- Corporate, foundation, donor development and fundraising experience.
- Experience in writing and implementing standard operating procedures.
- Ability to facilitate meetings with diverse stakeholders and effectively present verbal and written reports.
- Work well both as a member of a team and independently.
- Strong organizational skills and attention to detail.
- Effectively manage and prioritize work in a fast-paced environment, delegate work efficiently, and work collaboratively across the organization.
- Commitment to ensuring a congenial, collaborative, and respectful work place.
- Ability to identify areas for improvement within a team and provide strategies and solutions aimed at creating individual and collective effectiveness, efficiencies and growth.
- Excellent interpersonal skills with a demonstrated ability to foster trust, respect, credibility and cohesive teamwork among persons with diverse talents, backgrounds and perspectives.
- Demonstrated commitment to Fifth Ward CRC's mission.
- Technologically proficient in Microsoft Office applications (Outlook, Word, Excel, PowerPoint) required; Salesforce, data management and analysis preferred.

Compensation

Compensation is competitive and commensurate with experience. Attractive benefits package.

Application and Referral Process

Applicant review is currently underway and will continue until the candidate has been selected. To nominate or be considered for this position, please contact Laura Sorrell at laura@sorrellco.com / 713.854.5351 or Priscilla Plumb at priscilla@sorrellco.com / 281-224-0881. All inquiries will be held in confidence. FWCRC is committed to providing a productive and safe environment. To achieve that goal, Sorrell and/or the organization will conduct background and reference check investigations for all final applicants being considered for employment.

FIFTH WARD CRC IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO DIVERSITY, EQUITY, INCLUSION AND JUSTICE

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