



## **The Women's Home Chief Community Builder**

Sorrell is pleased to partner with The Women's Home in its search for a new Chief Community Builder. As a 501c3 United Way agency serving the Greater Houston region, The Women's Home ("TWH") builds communities that strengthen women and supports families as they reclaim their stability following myriad life challenges. TWH's programs specifically target women and families who are homeless or vulnerable to homelessness; many have histories of substance use disorder and mental health conditions. Through its long-term residential treatment program in Montrose, its affordable housing programs in Spring Branch, and the Mabee WholeLife® Service Center, its collective communities support women and their families to overcome life-long cycles of homelessness, substance use disorders and mental health conditions. It's WholeLife® model encompasses emotional wellness, physical wellness, social wellness, spiritual wellness, vocational wellness, and financial wellness.

Please see <https://www.thewomenshome.org/> for more information.

### **Summary of the Position**

The Chief Community Builder (CCB) plays a critical role in this evolving organization, which has strong roots in Houston and a compelling vision for the future. The CCB will be responsible for implementing the bodacious vision for The Women's Home in Spring Branch: to become a cutting-edge demonstration site for collaborative programming and affordable housing that impacts the social determinants of health in a community-based setting. This is a rapidly evolving project with significant growth potential in the next five years. Using Appreciative Community Building Strategies and innovative communication pathways between core partners, the CCB will create a game-changing environment, working alongside families striving for a better life and the partner agencies that support their aspirations.

The incumbent will work to build a cohesive community incorporating the social determinants of health and the Whole Life model of care in east Spring Branch to support women and their families. This position is responsible for strategic visioning, planning and implementation. Also responsible for supervision of front-line staff, managing partnerships, on-site programming, and ensuring the implementation of integrated, collaborative, community-based services at the facility.

The CCB plays a critical role in this evolving organization in coordination with the rest of the Executive Team, which includes the Chief Financial Officer, Chief Program Officer, Chief Development Officer, and Manager of Human Resources, along with the CEO. Additionally, s/he will enjoy many

collaborative relationships across all the departments. Direct reports to the CCB include all of the staff of the Spring Branch Facility including 9 individuals. Incumbent will be asked to provide input about changing the organizational chart to build a high performing middle management team.

### **The Ideal Candidate**

The ideal candidate will be a highly relational, hands-on leader with a deep passion for TWH's mission and vision. S/he will demonstrate passion for community development, be a strong yet collaborative leader, possess a talent for connecting people and organizations to each other, and have the drive to get things done. A sense of humor and resilience are strongly valued attributes.

### **Essential Duties and Responsibilities**

#### *Strategic Planning*

- Work with executive staff, task force, and board members to vision the future of the Spring Branch campus and co-create a plan for the future that supports women and their families
- Design, implement and assess effectiveness of programming at the WholeLife® Service Center (WLSC), two affordable housing complexes and future developments in Spring Branch
- Examine and analyze data to support mission expansion and service enhancements
- Articulate the mission and vision in a compelling narrative to engage partners, community members and donors

#### *Community Building*

- Lead staff in Appreciative Community Building activities to ensure that community members have a voice in the programming and the services offered at WLSC
- Design and deliver high quality programming in collaboration with other organizations that reflects the community's aspirations and the appreciative community building strategies
- Act as the primary point of contact for the WholeLife® Collaborative (WLC), to ensure that all partners are operating at their highest and best capacity for the community
- Actively engage in community and WLC partner events, meetings, and programs to sustain a strong, collaborative, and positive culture and professional environment
- Represent the WLC and The Women's Home at meetings of relevant affiliate organizations and affinity groups
- Present work of the collaborative to affiliate organizations and affinity groups
- Maintain ongoing catalog of community meetings, conferences, and networking opportunities

#### *Program Development:*

- Build a strong, resilient team to fulfill the organizational vision for Spring Branch
- Design and develop communication pathways and track progress of WLC programming
- Oversee the evaluation and reporting of outcomes for ongoing continuous quality improvement of relevant WLC initiatives

- Develop and monitor budgets of programs delivered in Spring Branch
- Prepare compliance reports and progress reports for funders, state agencies, WLC partners and other stakeholders as needed
- Commit to the agency's Continuous Quality Improvement process

#### *Staff Supervision and Mentorship*

- In addition to managing and supervising his/her staff, mentor and develop the team, manage work allocation, systems training, performance evaluations, and the building of an effective and efficient team dynamic
- Create a culture of continuous improvement and lead in key work areas of efficiency, meaningful work, timely reporting to support all key decisions, and service to all stakeholders

#### *Other Duties*

- Represent TWH at various meetings as requested by CEO (e.g., donor, board, and affiliate events)
- Other duties as requested by the CEO

#### **Preferred Skills and Technical Abilities**

- Master's Degree in Community Development, Social Work, Public Health, or related field
- Experience as part of a senior leadership team, people management and working within a small team environment; experience in Appreciative Inquiry and community building preferred
- Five to seven years of experience in community engagement, organizing, leadership development, and/or planning in a nonprofit setting
- Ability to work both independently and collaboratively in a diverse and rapid-paced professional environment
- Experience with program planning, implementation, and evaluation
- Ability to prioritize and manage multiple projects with tight deadlines concurrently
- Friendly executive presence that inspires and motivates a high performing team
- Excellent written, verbal, and interpersonal communication skills
- Ability to develop strategic partnerships and collaborations
- Valid Driver's License
- Knowledge of Spring Branch Community and Bilingual preferred (Spanish)
- Proven ability to lead, coach, and develop team members
- Strong communication (written and verbal), interpersonal, advanced analytical and organizational skills a must; ability to effectively communicate with all stakeholders -- board and executive management team, staff, partners, donors, and program participants

- Demonstrated ability to be resourceful and adjust quickly, based on changing circumstances
- Proven track record of shifting priorities with creativity, innovation, and value creation
- Ability to take initiative, exercise independent judgment, decision making and problem solving

### **Desired Personal Attributes**

A successful candidate must:

- Possess the zeal to work for a nonprofit and alignment with the specific mission, vision, and value system of TWH
- Approach the work with the mindset of a Servant Leader and a commitment to be a team player
- Strive for the highest quality and standard
- Demonstrate leadership ability, respect, empathy, and consideration for others
- Understand and be highly responsive to the unique needs of individuals and teams
- Be flexible, trustworthy, and motivational
- Be hands-on, take-charge, forward thinking, decisive, and results driven
- Give high attention to details and timely execution
- Possess strong ethics and encourage diversity of thought

### **Compensation**

Compensation is competitive, within a range of \$130K to \$150K annually, 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 Priscilla Plumb at [priscilla@sorrellco.com](mailto:priscilla@sorrellco.com) / 281.224.0881 or Laura Sorrell at [laura@sorrellco.com](mailto:laura@sorrellco.com) / 713.854.5351. All inquiries will be held in confidence.

### **About Sorrell**

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire and retain talent that impacts the future of the organization. For more information, call 713.840.1870.