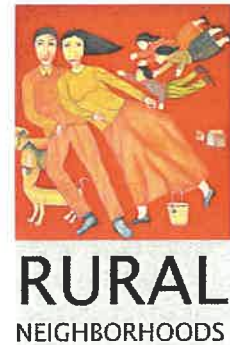


President
Rural Neighborhoods
Miami, Florida



Organization: Rural Neighborhoods, Incorporated [RN]
Location: Miami-Dade County, FL
Reports To: 10-Person Board of Directors

About Rural Neighborhoods

Rural Neighborhoods (RN) is dedicated to building livable places for working families. From its rural roots, the national award-winning charitable group has expanded its reach to eliminate substandard housing, reduce overcrowding, and ensure affordability in rural, suburban and ex-urban communities throughout Florida.

Its vision extends beyond housing. RN is committed to developing strong communities where people can live and grow—places where individuals become neighbors first, and then good neighbors. It seeks to create pathways toward family stability, neighborhood pride, and ultimately homeownership.

RN aims to enrich lives by celebrating culture, fostering creativity, supporting financial growth, and cultivating leadership. The organization stands alongside communities during adversity and disaster, emphasizing partnership over charity. RN believes in listening, respecting individuals, valuing differences, and working collaboratively with those it serves.

Organizational Overview

Established in 1982, Rural Neighborhoods is the largest Florida-based not-for-profit affordable housing developer with production and acquisition of nearly 3,900 apartments since its inception, in locations ranging from the Florida Keys to the City of Gainesville. Its current portfolio of over 2,500 single-family homes, suburban garden- and mid-rise apartments in 11 counties serve everyone from essential workforce professionals to seniors, agricultural workers, persons who have experienced homelessness and youth exiting foster care.

RN partners with public, private, and philanthropic stakeholders to transform underserved communities into thriving environments and create opportunities for families facing economic challenges. The self-reliant charitable organization operates a high-performing rental portfolio, owner-occupied housing rehabilitation, and resident leadership programs. RN has annual revenues exceeding \$20M. Its 5-year rolling average for new housing development exceeds \$30M per annum. It is well capitalized for continued growth.

Rural Neighborhoods' impact and financial strength provide a unique leadership opportunity for a talented leader.

Position Summary

Rural Neighborhoods seeks a visionary, creative, and mission-driven President to lead the charitable organization into its next phase of growth and impact. The President will build trust, foster accountability, and promote a culture of professional growth, innovation, and autonomy across 50 staff and stakeholders.

This leader will balance strategic vision with operational excellence, ensuring that RN continues to deliver high-quality affordable housing while deepening its positive community impact.

Key Responsibilities

Strategic Leadership & Vision

- Lead strategic plan execution and aid in the creation of a forward-looking strategic plan aligned with RN's rural, suburban, and ex-urban housing and community-centered philosophy in changing Florida markets.
- Identify opportunities for expansion in housing development, services, and partnerships.
- Promote innovative housing solutions and community development approaches, e.g., housing for essential service personnel and special needs, constructing community facilities to further livable places, and rebuilding in the aftermath of disaster.

Real Estate Development & Operations

- Lead the development and/or acquisition of high-quality, affordable rental housing.
- Manage property operations and maximize performance of the portfolio.
- Guide project execution from concept through financing, construction, and lease-up.

Financial Management & Sustainability

- Collaborate with the Chief Financial Officer to oversee financial health, including budgeting, forecasting, liquidity, auditing, and long-term planning.
- Build and manage diverse funding streams, including public, philanthropic and private financing.
- Preserve strong financial controls, transparency, and accountability.

Community Engagement & Advocacy

- In collaboration with its community partners, advocate for the working poor, particularly the housing needs of families facing economic challenges - from agricultural workers to those employed in service industries, from seniors to those with disabilities, and from victims of domestic violence and sexual abuse to youth exiting foster care.
- Position and represent RN as a visible and trusted leader in rural, suburban and ex-urban housing and community development through active industry, media and peer engagement.

- Collaborate with community organizations that offer support to RN residents, e.g., technical assistance, real estate development and social services providers.
- *Organizational & Team Leadership*
- Lead, mentor, and support tenured senior staff while fostering accountability and promoting professional development and growth
- Promote a culture rooted in trust, collaboration, and continuous improvement.
- Ensure effective organizational structure, systems, and performance management.
- Encourage and support board engagement/involvement in organizational governance.
- *Partnership & Resource Development*
- Broaden and strengthen relationships with public, private, and charitable partners and funders.
- Increase the resource development and visibility of the organization by developing fundraising efforts at the neighborhood, regional, state, and federal levels.
- Expand collaborative initiatives that enhance RN's impact.

Board Relations

- Work closely with the Board of Directors to guide strategy and governance.
- Provide regular updates on performance, impact, and organizational health.

Required Qualifications

Minimum of 10 years' experience in affordable housing and real estate development, including demonstrated experience in:

- Project development: Site evaluation and project go-no go decision-making in consultation with architects, consultants, and/or other development team members; public and private funders and funding requirements, i.e., LITHC, HOME, CDBG, HUD 221(d)(4) et al, in pursuit of competitive project awards; and understanding of market conditions and locations for promising development opportunities.
- Design and construction management/oversight: Research of capital/funding for mission-aligned real estate opportunities; ability to review schedules and budgets related to project development and cost; understanding of project designs and plans in order to manage the architects and construction team; and sound decision-making regarding proceeding with concepts of design, affordability and market.
- Demonstrated expertise in:
 - ✓ High-quality, affordable rental housing acquisition and development
 - ✓ Advanced Asset and Property Management
 - ✓ Comprehensive community development
 - ✓ Not-for-profit fiscal management and structure

- ✓ Team supervision and workflow management, including staff performance evaluation, accountability and training
- ✓ Strategic planning
- Experience with federal, state and local housing programs and funding streams, including State Housing Finance Corporations Low Income Housing Tax Credits (LIHTC), Community Development Block Grants (CDBG), HOME Investment Partnerships Program (HOME), and US Department of Agriculture Rural Development (USDA-RD) programs/funding.
- Proven ability to build partnerships and secure resources.
- Strong commitment to working families and minority communities.
- Bachelor's degree required (advanced degree preferred).

Desired Qualifications

- Demonstrated experience in Community Development Financial Institution (CDFI) or community development funders/lending, i.e., credit underwriting, loan officer communications, capital sources
- Experience in recapitalization and substantial rehabilitation of aging rental properties as well as knowledge of asset and property management software systems.
- Bilingual proficiency in English and Spanish.

Candidate Profile

The ideal candidate is:

- ✓ A visionary yet practical leader
- ✓ A strong listener who builds trust across diverse stakeholders
- ✓ A collaborative partner who values community voice and participation
- ✓ A disciplined manager who prioritizes accountability and results
- ✓ Deeply committed to equity, dignity, and respect in serving RN's communities

Work Location & Travel Requirements

- Headquarters in suburban, southern Miami-Dade County, FL in rapidly expanding housing market.
- Regular in-person presence at headquarters is expected, along with frequent travel to RN properties and office locations for partner meetings, funding opportunities, project development, and construction.
- National travel to industry and partner meetings, conferences, and events is required.

Why Join RN?

- Established 44-year 501(c)(3) history with a strong national, state, and local reputation and organizational goodwill.
- Financial strength is evidenced through annual revenues, strong unrestricted capital well-positioned for growth.
- High-performing housing portfolio and development pipeline across broad opportunity-rich Florida footprint.
- Experienced and committed Board of Directors and senior leadership team coupled with capital to broaden staffing needs.
- Highly competitive compensation and benefits (health insurance, PTO, holidays, 401k).

Please respond with Cover Letter and Resume to:

President@RuralNeighborhoods.org