



Position Profile  
President & Chief Executive Officer  
Washington D.C National Office

Rebuilding Together is seeking a charismatic, decisive and strategic President and CEO to lead the organization and expand on the organization's 25 year history of providing necessary and strategic home repairs to low-income people in 166 communities throughout the United States. The President and CEO works with the Board to establish and implement short- and long-range strategic goals for the organization and is the key liaison to Rebuilding Together's affiliates.

## **The Organization**

Rebuilding Together is motivated by the belief that everyone deserves to live in a safe and healthy home. Together we transform the lives of low-income homeowners by improving the safety and health of their homes and revitalizing their communities. Through partnerships with corporations, local small businesses, home repair professionals and dedicated volunteers, Rebuilding Together enables low-income homeowners to stay in their homes by completing critical home repairs, modifications and upgrades that make homes safe, more energy efficient, and accessible to older adults and homeowners with disabilities. Rebuilding Together also implements special initiatives directed toward veterans and homeowners recovering from natural disasters.

Founded in 1988, Rebuilding Together quickly established a network of nine affiliates within its first year. By 2006 Rebuilding Together celebrated the completion of 100,000 homes. Today, our 166 affiliates and nearly 100,000 volunteers complete approximately 10,000 rebuild projects each year across the nation. In 2013 alone, Rebuilding Together performed repairs on 8,501 homes. As we rebuild homes, we recognize and are proud that we also help to stabilize and revitalize neighborhoods.

Partnership and collaboration is at the heart of Rebuilding Together's work. The national office highlights and provides critical support to Rebuilding Together's affiliates. Our affiliates organize local rebuild projects by partnering with skilled trades people and volunteers to assess and complete the rehabilitation of homes at no cost to the homeowner. At the national and affiliate levels, we partner with corporate sponsors to provide essential resources and supplies that make our work possible. Rebuilding Together has relationships with several high profile corporate sponsors such as Lowe's, Crate and Barrel, Charter Communications, HGTV, Sears, and Sherwin Williams.

Rebuilding Together has an annual budget of \$13 million and a 16-person board comprised of corporate leaders, executive directors of Rebuilding Together affiliates, and government officials. The national staff consists of 28 professionals in four

departments: affiliate relations, communications and marketing, fundraising, and operations. Rebuilding Together's Chief Operating Officer is Sandra Henriquez, a seasoned industry professional with CEO level housing and community redevelopment experience in the public and private sector. Sandra is serving as Rebuilding Together's Acting CEO. The President and CEO position is based in Washington, DC.

## **The Position**

We are proud of our history and our work. We also recognize that Rebuilding Together still has room to grow to reach its potential and maximize the impact the organization has in communities across the United States. We are looking for our next leader to expand the reach and impact of our organization in the following strategic areas:

- Become a stronger community revitalization partner that achieves a lasting impact on homeowners and communities.
- Strengthen the services we deliver.
- Implementing more common and uniform practices across the affiliate network.
- Create a stronger culture and infrastructure.
- Increase our revenue streams.
- Build stronger engagement with our brand.
- Strengthen the affiliate network and provide the resources and tools to help all affiliates thrive.
- Stabilize the national office and reduce the number of voluntary transitions.

## **Key Ongoing Responsibilities**

The President and CEO, reporting to the Board of Directors, will have the following key responsibilities:

- Provide visionary and strategic leadership to Rebuilding Together and translate that vision into measurable strategies and concrete actions that are implemented under the President and CEO's leadership.
- Manage and oversee the business operations of the organization and the management team.
- Oversee the finances and ensure the fiscal responsibility and security of Rebuilding Together.
- Work with the Board of Directors and staff to ensure that Rebuilding Together establishes realistic revenue goals, monitors progress toward meeting those goals with concrete benchmarks, and achieves the goals.
- Expand on and develop relationships with key funders and help cultivate new funding sources.
- Develop, augment, and expand key relationships and alliances with stakeholders, supporters (current and prospective), key referral sources, and partner organizations.
- Provide staff support and leadership to the Board of Directors and its committees.



- Ensure that proper policies and infrastructure are in place to promote best practices for the mission at the national and affiliate offices.
- Evaluate, manage and develop a talented team of professionals.

## **Experience and Attributes**

Ideal candidates for this position will share a passion for Rebuilding Together's mission and have a proven track record of working successfully with nonprofit and for-profit partners. Rebuilding Together is looking for candidates with:

- Demonstrated track record of leadership as a CEO-class individual and senior executive.
- Strong track record of broad-based fundraising.
- Political savvy, skilled at managing strategic relationships with government officials, community partners, corporate funders, private foundations, and other key stakeholders.
- Experience building the brand and raising the visibility of an organization
- Demonstrated track record in financial management of multi-programmed organization; proven ability to align budget, funding and strategy to advance mission goals.
- Dynamic personality combined with strong communication skills.
- Strategic thinker, with a proven ability to translate strategic goals into clear and dynamic operational plans and objectives.
- Ability to propose and encourage new ideas, gain support from an organization, and manage key risks and resources.
- Proven management skills, including working with cross-functional teams, establishing performance expectations, and developing employees.
- Experience building strong and transparent partnerships with Board of Directors.
- Track record of success in advancing an organization with a business model that includes affiliates, members, or satellite programs across the United States preferred.
- Experience in both the private and nonprofit sectors preferred.
- Ability to travel throughout the US to work with affiliates, corporate and philanthropic partners, and other key stakeholders.
- Bachelor's degree required; Master's degree preferred.

Salary will be competitive and commensurate with experience.

## **Application Process**

Rebuilding Together has hired Raffa to partner on this search and transition. To apply, e-mail resume, detailed cover letter, and salary requirements to:

**RebuildingTogether@raffa.com (e-mail applications are required and must be sent to this address).**



For other inquiries contact:

Peggy Sand  
Raffa Search and Transition Consultant  
psand@raffa.com

Rebuilding Together is an equal opportunity employer.

Resume review will begin immediately.

