

# Executive Director

at the



Creating homes. Building opportunity.

**in Madison, Wisconsin**

---

The QTI Group | [www.qtigroup.com](http://www.qtigroup.com) | 608.257.1057

***The Wisconsin Partnership for Housing Development,  
located in Madison, Wisconsin,  
is conducting an executive search  
with the retained assistance of The QTI Group  
to hire an Executive Director.***

## **About the Wisconsin Partnership for Housing Development**

**THE WISCONSIN PARTNERSHIP FOR HOUSING DEVELOPMENT (WPHD)** is a 501(c)(3) nonprofit organization with a \$2 million budget, located in Madison, Wisconsin, with a branch office in Milwaukee. WPHD promotes access to affordable housing in communities throughout Wisconsin.

Since its founding in 1985, the activities of WPHD have responded to the changing need for affordable housing through program management, housing development, and consulting.

WPHD engages in a wide range of development activities and manages programs that provide opportunities for households to purchase a home or to rehab a home they already own. WPHD has engaged in a wide range of development activities including tax credit development, subdivision development and single-family housing development. WPHD promotes home ownership as a way to ensure housing affordability, and promotes quality affordable rental housing where home ownership is not possible. WPHD also engages in consulting to local nonprofits and communities to assist in the identification of housing needs and develop programs that meet these needs.

## WPHD's Mission

WPHD is committed to housing for everyone because it is essential for building healthy communities. WPHD builds effective public-private partnerships to expand access to affordable housing options. WPHD does this by directly developing quality housing and by consulting with local groups to provide them with the expertise and capacity to expand affordable housing in their communities.



## WPHD's Vision

WPHD believes that everyone should have the opportunity to live in a safe, healthy and affordable home. Stable housing is the foundation for individuals and families. Access to affordable housing is important to developing a steady workforce, vibrant neighborhoods and communities, and a prosperous economy. As a result, WPHD seeks to expand affordable housing in Wisconsin and beyond to make life better for all of us, one affordable home at a time.

WPHD believes smart, affordable housing is:

- Genuinely affordable for people to rent or buy
- Close to jobs and transportation options so that total housing and transit costs are affordable
- Healthy and safe places for individuals, families and children
- Quality housing, not a compromise or second choice

WPHD's commitment to affordable, stable housing for everyone will be a continuing source of strength for its state and communities.

For more information: [wphd.org](http://wphd.org)

## About the Opportunity

WPHD is looking to hire its new Executive Director, as successor to Executive Director Kathy Kamp upon her upcoming retirement.

Reporting to the Board of Directors, the Executive Director is responsible for ensuring that the real estate development activities and other WPHD programs advance WPHD's mission, vision, policy and strategic plan. The Executive Director is ultimately responsible for implementing the policies set by the Board of Directors to achieve the purpose of the organization.

WPHD's Executive Director divides time between the main office in Madison and a branch office in Milwaukee, plus visits to real estate development projects and partners around Wisconsin as needed.

### Responsibilities

#### Real Estate Development

- Identify development opportunities that improve access to affordable housing in Wisconsin and elsewhere
- Work collaboratively with local partners and other nonprofit and for-profit organizations to develop affordable housing
- Maintain awareness of trends in the housing market and changes in policy that may impact affordable housing development
- Work with local communities to support their affordable housing development activities as necessary
- Maintain contact with stakeholders, formally and informally so WPHD can respond effectively to local opportunities
- Identify financial and other resources to support WPHD housing development activities

#### Organizational Planning

- Identify key issues in WPHD's evolution and new opportunities for WPHD to carry out its mission, make recommendations to the Board of Directors on new program initiatives
- Ensure that WPHD's strategic plan is updated no less often than every five years

### Program Development

- Take a lead role in identifying and pursuing new programs and activities that can support WPHD's mission
- Act as a primary liaison between WPHD and other national or local organizations of which WPHD is a member or with which WPHD has regular relationships. Currently, WPHD participates as a State Partner as part of the National Low Income Housing Coalition (NLIHC) and is a member of National Community Reinvestment Coalition, Take Root Milwaukee, and several other state and local organizations that promote affordable housing

### Work with Board of Directors

- Provide information and recommendations to the Board of Directors to help them exercise their role in policy making, new initiatives, strategic planning, program monitoring and evaluation and fiduciary oversight

### Financial and Personnel Management

- Ensure that all appropriate financial policies and procedures are followed
- Approve final hiring and termination decisions and make final decisions on any questions regarding interpretation of WPHD's personnel policies
- Engage in fund raising and new business development to support organizational efforts

### Public policy development and advocacy

- Identify: (1) opportunities for new local, state or federal legislation or changes in existing legislation or regulations that would further WPHD's mission and business objectives, and (2) for committing staff time or other resources in support of initiatives undertaken by members of the state Legislature, the Congress and any state or federal Executive Branch agencies
- Maintain contacts with stakeholders and other organizations with which we could work as allies on policy development and advocacy

## Attributes and Qualifications Sought

WPHD is seeking candidates with ...

- Strong real estate expertise, including real estate development and investment analysis experience
- Knowledge of federal, state and local housing programs (notably the federal HOME and CDBG programs)
- Knowledge of government mandates, and government decision-making political processes
- Corporate finance, managerial accounting and project management skills
- The ability to think creatively about housing finance, and willingness to advocate for resources for affordable housing
- Demonstrated track record of success mentoring and motivating staff, and managing diverse teams to accomplish a wide range of business objectives
- Strong interpersonal skills, with the ability to work well with a diverse team in a fast-paced, ever-changing work environment
- Capacity to travel by car around the state of Wisconsin as needed on WPHD business, including frequent visits (approximately 1 day/week) to WPHD's Milwaukee office

## About Madison, Wisconsin

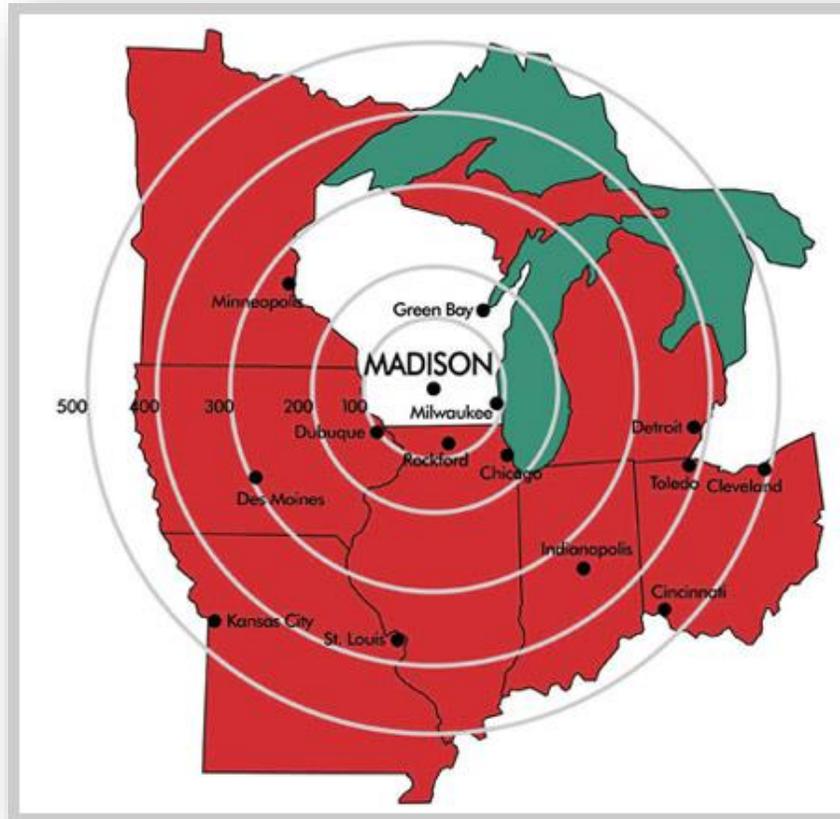
Nestled amid a chain of scenic lakes, Madison is the capital of Wisconsin, a major Midwestern research & technology university city, and a creative-class hotbed.



With a metro population of over 500,000, Madison is the second-largest metro in Wisconsin, after Milwaukee.

The Madison area is one of the best places in America to live, work, play, and raise a family. It consistently earns top results in nationwide quality-of-life rankings, articles and surveys.

Madison's location in south-central Wisconsin places it, by car, about 90 minutes west of Milwaukee; under 3 hours northwest of Chicago; and under 5 hours southeast of Minneapolis.



The region's strong quality-of-life factors include:

- One of the [healthiest innovation-driven regional economies](#) in America.
- Urban, suburban and rural [living options](#).
- A wide range of [nightlife](#), [live music](#), [museums](#), and [locally-owned shopping](#) venues.
- A thriving local [food & restaurant scene](#) including [nationally recognized chefs](#), [craft brewers](#), and [America's largest producers-only farmers' market](#).
- Nationally acclaimed [public university and public secondary school systems](#).
- [Big Ten athletic events](#).
- [All-season](#) outdoor recreational opportunities including a world-class [biking and hiking trail network](#) making Madison one of only five [platinum-rated bicycling cities](#) in America.
- Favorable [cost of living](#), compared with many other desirable US metro areas.

For more information about life in the Madison area, please visit:

- Madison [rankings](#), [fun facts](#), and [things to do](#).
- [Living here](#) in the Madison region.
- The Madison region [business climate](#), and business & civic organizations:
  - [Greater Madison Chamber of Commerce](#)
  - [Madison Black Chamber of Commerce](#)
  - [Latino Chamber of Commerce of Dane County](#)
  - [Hmong Wisconsin Chamber of Commerce](#)
  - [Wisconsin LGBT Chamber of Commerce](#)
  - [Downtown Madison Inc.](#)

The position is located at the Wisconsin Partnership for Housing Development's headquarters office in Madison, Wisconsin. WPHD's Executive Director divides time between the Madison office and a branch office in Milwaukee, plus visits to real estate development projects and partners around Wisconsin as needed.

Residence in, or relocation to, commuting range of the greater Madison/Milwaukee metro area is expected.

## Interested?

Please apply by confidentially sharing your resume: [tinyurl.com/vpoxgca](https://tinyurl.com/vpoxgca)

For best consideration, please apply by January 20, 2020.



The Wisconsin Partnership for Housing Development has retained **THE QTI GROUP** to conduct the search for its new Executive Director. QTI is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, Wisconsin and has nine branch offices across the state.



## About the QTI Group

The QTI Group is a comprehensive human resources advisory firm offering recruitment, staffing, HR consulting, and HR partnership services. QTI is headquartered in Madison, Wisconsin and has nine branch offices across the state.



As a Director in QTI's Executive and Professional Search group, **Peter Gray** helps QTI clients make star hires. Placements include C-level executives, managers, and professionals in nonprofit, finance and investments, real estate, higher education, manufacturing, legal, life sciences, technology, professional services, consumer products, trade associations, and other sectors.

Peter began his career in executive search at Korn/Ferry International. Before that, he was a management consultant at CSC Index, the consulting firm that pioneered the concept of business process reengineering.

Peter volunteers actively with the Boys & Girls Club of Dane County, Free Bikes 4 Kidz Madison, the United Way of Dane County, the Madison Public Market Foundation, and Downtown Madison Inc.

He holds a BA from Harvard University, and an MBA from Columbia Business School.

(608) 232-2650 x1367  
[peter.gray@qtigroup.com](mailto:peter.gray@qtigroup.com)