



**THE 360 GROUP**  
— EXPECT THE UNEXPECTED —

# The Kelsey

## Managing Director

### Position Description & Candidate Profile

# Managing Director

## Location

Remote

## Reports to

CEO

## Our Client

Founded in 2018 and anchored on inclusion, The Kelsey advances a future where all people, across disabilities and access needs, can live full lives in connected, integrated communities. The Kelsey makes this vision a reality through radically inclusive housing solutions that open doors to homes and opportunities for everyone. The Kelsey's team, co-led by people with and without disabilities, works to ensure that disabled people are powerful contributors to a disability-forward housing future. The Kelsey co-develops affordable, accessible, inclusive housing and leads advocacy and field-building efforts to create market conditions so inclusive housing becomes the norm across the country.

People with disabilities experience the highest rates of homelessness, housing discrimination, and housing insecurity across the country. Those who rely on Supplemental Security Income (SSI), which includes many people with disabilities, are priced out of every housing market in the US. More than 61 million Americans with disabilities continue to be overlooked, underrepresented, and underserved in housing. There is a significant intersection between disability and poverty, and the lack of affordable housing options often leads to institutionalization, incarceration, or homelessness. The Kelsey's work seeks to address the housing needs of a diverse disability community.

The Kelsey has secured financing and commenced construction on more than 230 homes in the nation's most challenging housing market, the Bay Area. The organization's Inclusive Houser Network, Committed Firms for Design Standards, Disability-Forward Housers and Designers, Learn Center Resources, and other systems-change and field-building engagement have collectively engaged more than 20,000 individuals across 43 states to support radically inclusive communities nationwide. The Kelsey's powerful impact thus far is a direct result of its co-led model and its transformative approach that centers the power of people with disabilities and maintains a clear vision of thriving, connected communities.

Learn more about The Kelsey at <https://thekelsey.org/> !

## Position Responsibilities

The Kelsey seeks a Managing Director who brings a strong understanding of people management, collective impact, and organizational development, with a sensibility informed by lived experience with disability. The Managing Director will serve as a senior leader in the organization, leading efforts to co-develop affordable, accessible, inclusive housing and field-building efforts to improve market conditions for more affordable housing development. The Managing Director will be a core member of the organization's senior leadership team, operating in a co-leadership structure with the CEO and Chief Housing Officer. This role will manage a rapidly growing team that is deeply committed to the mission of developing disability-forward housing.

Reporting to the CEO, the new Managing Director will be responsible for providing strategic leadership across the organization to enable the achievement of The Kelsey's overall mission. Specifically, the Managing Director will oversee people and operations management, and fully develop, deploy, and scale the organization's field-building and advocacy efforts. Working closely with the two other co-leaders, the Managing Director will develop and manage a committed and high-performing team, and effectively represent the organization to external stakeholders and the general public. The preferred candidate will have a compelling mix of experiences, skills, personal characteristics, and motivations to lead, manage, and advance The Kelsey's rapid growth and scale.

The Managing Director will be responsible for leveraging and disseminating the organization's continually evolving field expertise to serve as a catalyst and thought leader operating at the intersection of disability, housing, design, and policy. The Managing Director will engage the organization's exceptional staff and partners to develop and operationalize a strategy that grows and scales existing efforts and successes, as well as areas of opportunity, in order to maximize the potential for this emerging area of practice.

More specifically, the Managing Director's responsibilities will include:

### *Leadership and Management*

- Leading a values-driven team culture across a growing and diverse organization operating in a hybrid/remote environment
- Ensuring implementation of effective performance management systems, professional development, and hiring strategies across the organization

- Leading human resources and people management across the organization
- Leading the finance and operations team, including internal staff and external consultants
- Supporting implementation of effective systems across the team and organization that will enable the organization to grow and scale

#### *Program Management and Stakeholder Engagement*

- Overseeing strategy, decision-making, and team management across The Kelsey's programming in advocacy and field-building
- Cultivating strong relationships with key partners through a collective impact lens, including building coalitions with leaders and organizations in disability policy, housing advocacy, social change, and human services
- Setting metrics for and supporting execution of annual and short-term goals across field-building programs and mission-enabling activities
- Managing team members leading programming, including the Advocacy Manager and the Director of Field and Capacity Building

#### *External Relations*

- Serving as an ambassador for The Kelsey's mission and the work of disability-forward housing with external partners, including stakeholder engagement, conference presentations, and field-building efforts to communicate The Kelsey's approach

### **Profile of the Successful Candidate**

The Managing Director will be a dynamic, effective leader with a growth mindset who is passionate about organizational management and development, internal culture, external field-building, and The Kelsey's mission. The successful candidate will possess equity acumen, combined with proven leadership, people and stakeholder management, and operations skills and experience. The Managing Director will bring a collaborative management style that is open-minded, approachable, inclusive, and equitable for all individuals. The Managing Director will be a strategic thinker with the ability to thrive in a co-leadership model.

The Managing Director will have a demonstrable commitment to social justice and could come from a variety of leadership backgrounds, with experience in other fields, such as working in the public, private, social impact or philanthropic sectors. The successful candidate will have strong values alignment with The Kelsey, and a track record that demonstrates personal and professional integrity. They will have an entrepreneurial disposition and a track record of growing and scaling teams,

programs, and organizations. They will be excited by the prospect of rolling up their sleeves to help steward an innovative and rapidly growing organization.

More specifically, The Kelsey seeks a professional who embodies the following:

- Minimum 10 years of experience with people and operations management, social policy, field-building, or program management, with at least 5 years in a leadership role
- Seasoned management skills, including in remote and hybrid work environments, operating with care, empathy, inclusivity, and respect
- Understanding of the disability field, key players, current trends, and best practices
- An appreciation for differences and the need for inclusive, access-centered, and equitable practices both in the workplace and communities
- An orientation toward results, with a drive for excellence and bias towards action
- A demonstrated track record of growing and scaling programs and organizations
- The ability to identify, develop, and maintain strategic relationships with external stakeholders critical to The Kelsey's goals
- A track record of effective and judicious deployment of financial resources and operating within a budget
- Commitment to lifelong learning and the ability to help an organization and team learn and grow continuously

## Start Timeframe

We seek to have someone in place in Fall 2023. If possible, The Kelsey would welcome the new Managing Director to join for the all-team retreat (August 28-30, 2023).

## Compensation

This position offers a competitive salary with a range of \$165,000 to \$190,000 depending on experience and location, and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

## To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Maureen Capitolo, Principal or Mike Marcus, Consultant. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

If you have any access needs or accommodation needs for the application process, please send a message to Mike Marcus at [candidates@the360group.us](mailto:candidates@the360group.us) and we will be happy to help. Requests will have no impact on the selection process.

*At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.*

**Learn more about The 360 Group at [the360group.us](https://the360group.us).**