



VICE PRESIDENT & CHIEF COMMUNITY DEVELOPMENT

WHAT WE DO

Our Mission: The mission of Casa Familiar is to enhance quality of life for people living in underserved and underrepresented communities.

Our Vision: We envision healthy, just, and sustainable communities that reach our full potential.

Our Core Values:

- **Integrity** – honesty, equity, inclusivity, and leading by example.
- **Respect** – respect for self, elders, and others, and respect and care of land and environment.
- **Familia** – familia first, traditions, uplift diminished voices.
- **Culture & Community** – love, support, and accountability, building community, transborder culture.
- **Collaboration** – partnering with residents to enhance quality of life, cultivating relationships.

Founded in 1973, Casa Familiar (Casa) is a community-based organization dedicated to serving residents in the South County area of San Diego. As the leading social service and community development organization in San Ysidro, our dynamic team of 70 staff members and 50 volunteers provide over 40 bilingual programs and services across six different sites in San Ysidro, Barrio Logan, National City, and Chula Vista. Our greatest strength is community, and we make sure that the community remains at the center of our work. With a \$7.9M annual operating budget, our programs and services are having a lasting impact on our community for generations to come. Last year, we proudly served over 20,000 individuals and families.

LEADERSHIP & CULTURE We think of ourselves not as an organization, but as a family. Our team is extremely close, with 1/3 of our staff serving 10 years or more with Casa. We are led by an exceptional executive team, dedicated to fostering a culture of inclusivity, transparency, and growth, both personally and professionally. Our focus is to create a safe and supportive environment for both the staff and the individuals and families we serve. As a member of the executive team, the Vice President & Chief Community Development will report to CEO, Lisa Cuestas, a well-respected leader, and advocate who brings deep experience and connectivity to the local community. A 22-year veteran of Casa, Lisa started as a volunteer, then joined the organization and served in a variety of roles before being appointed CEO in 2016. Under her leadership, Casa continues to achieve great success, growing programs, securing new funding, and positively impacting the community.

COMPENSATION & BENEFITS

- Salary – \$185,000 - \$200,000
- Medical, dental, vision, and life insurance
- 403(b) – Casa contributes 3% of your annual income.
- PTO: 10 paid days off, 6 paid sick days, 12 paid holidays, 6 paid wellness days, paid winter break (Dec. 23 – Jan. 3) annually
- Bereavement and jury duty pay.
- Employee Assistance Program (EAP)

LOCATION

This is an in-person role, with an office located at 1901 Del Sur Blvd., San Diego, CA 92713.

POSITION SUMMARY

It is an exciting time to join our team as we enter our 50th anniversary! The Vice President & Chief Community Development is a newly created role within Casa. Casa Familiar seeks a highly skilled individual with experience in planning, organizing, and administering community development and housing programs, as well as projects that connect with and support environmental justice and climate resiliency through the integration of urban greening, and alternative energy in development projects. **They will focus on anti-displacement projects and strategies, transitional housing, rehab for small to mid-sized projects as well as larger scale permanent affordable housing through a Community Land Trust model.**

The ideal candidate will demonstrate the ability to direct, coordinate, and monitor the performance of subordinates and professional consultants; plan, develop and administer multiple significant funding streams, analyze cash flows, and monitor investments with accuracy. The candidate selected should also be able to effectively convey key and critical information to the CEO and Casa Familiar Board of Directors.

Casa Familiar is looking for a VP & Chief Community Development with a high degree of emotional intelligence, dedication, and integrity. The role will help build out Casa's Community Development team and projects that contribute positively to quality of life and provide innovative solutions to community needs. The candidate will oversee project planning and research, predevelopment activities, financing, construction, and compliance.

This position requires:

- Knowledge of federal and state public housing regulations and compliance related to federal funding, budget, and audit procedures, as well as eligibility funding requirements relating to federal housing and community development.
- 5 to 10 years of experience in affordable housing development rehab and new construction.
- Familiarity with debt and equity financing markets
- Familiarity with joint venture structures is a plus

- Advanced proficiency with Microsoft Excel and ability to create and manipulate pro forma financial models
- Exceptional written and verbal communication skills, as well as interpersonal and relationship building skills
- Articulation and interpersonal skills necessary to structure financial presentations to senior governmental, corporate, or banking personnel and to inspire their confidence in working with Casa Familiar
- Ability to direct and oversee a team of 4 professional staff with room for growth.
- Oversee and support the preparation and maintenance of federal grant proposals for projects and operations.
- Prepare pro formas and development budgets for projects
- Identify sources for debt and equity financing
- Negotiate deal terms with potential debt and equity financing partners
- Maintain knowledge of tax credits, financial incentives and other incentives available to achieve affordable housing.
- Initiates and maintains relationships with financial institutions, corporations, foundations and other organizations interested in funding affordable housing projects.
- The planning, preparation, and administration of operating budget for the Community Development department.
- Lead and facilitate Board meetings for community development entities as well as report to Casa Familiar Board of Directors.
- Participate in Casa's overall strategy planning and implementation efforts, policy and advocacy activities, priority setting, and budget development.
- Establish performance indicators to measure programmatic success, quality, effectiveness, and efficiency of development & engagement outcomes, and play a critical role in the planning and implementation of the strategic plan for Casa's Development Department.
- Identify opportunities to leverage cross-program and cross-partner collaboration to strengthen and enhance Casa's development projects and existing portfolio.
- Develop and execute a comprehensive community development strategy focused on environmental justice, climate resiliency and anti-displacement strategies, aligned with the organization's mission, values, and goals.
- Lead and mentor a team of community development professionals, providing guidance, support, and performance management in the context of community development.
- Collaborate with internal teams, including Chief Programs Officer and Advocacy and Community Engagement Officer, to ensure cohesive and effective environmental justice efforts.
- Stay informed about local, regional, and national housing policies, regulations, and trends affecting community development, and actively participate in relevant networks and forums.
- Experience with other subsidies (tax exempt bond financing, New Market Tax Credits, Historic Tax Credits, AHP grants, etc.) a huge plus

- Serve as a spokesperson for the organization in matters related to community development, effectively representing the organization's values, goals, and commitments.
- Manage budgets, grants, and other financial resources specifically dedicated to community development activities.
- Stay up to date with best practices, research, and emerging strategies related to community development and climate resiliency strategies.

BACKGROUND PROFILE

- Bilingual in Spanish and English preferred; able to work across and within the two cultures with fluidity.
 - Commitment to Casa's mission with a deep passion and dedication to advancing racial, economic, social, and environmental justice in immigrant, low-income, and multi-generational communities.
 - Demonstrated senior leadership and management experience, including strategy development, budget development, board engagement, change management, team collaboration, and talent development.
 - Exceptional communication skills, both written and oral (English and Spanish); experience as a public spokesperson and advocate.
 - Proven ability to create lasting and impactful partnerships with a wide array of stakeholders, including nonprofit organizations, businesses, government, community members, and funders.
 - An analytical and strategic thinker, who is adaptable and compassionate, with demonstrated success in community organizing, program design, enhancement, implementation, and evaluation.
 - Demonstrated experience with supporting programmatic fundraising efforts, including grant writing, management, and reporting.
 - Willingness to work flexible hours and in a collaborative, team-based environment
- **For inquiries to learn more about this position and to apply, please contact Ozzy Meneses at hello@omenconsulting.net.**