

## **The Organization**

Plymouth is one of the largest nonprofit housing providers in Washington state and works to eliminate homelessness and address its causes by preserving, developing and operating safe, quality, supportive housing and by providing adults experiencing homelessness with opportunities to stabilize and improve their lives. Operating from a solid financial position with an annual budget of \$33M, significant reserves, a long-tenured senior leadership team and a deeply engaged board of directors, Plymouth is well positioned to continue their organizational growth trajectory and bring five new buildings online in the next five years.

## **The Opportunity**

The Deputy Director will join Plymouth Housing at a pivotal moment in the organization's growth in a role that will have a significant influence. The Deputy position has been reimagined as part of a leadership restructuring that allows the Executive Director to prioritize housing development and fundraising, and the Deputy to assume responsibility for all other functions. The Deputy will direct leadership team members responsible for housing operations and services, administration, and finances.

Reporting to the Executive Director, and serving as a trusted advisor, the Deputy will lead collaboratively across departments and functions to ensure the systems, processes, people and resources are in place to optimize efficiency and accommodate Plymouth's anticipated growth. Externally, the Deputy will serve as an important public voice for Plymouth, working closely with community partners and funders to advocate on behalf of Seattle's homeless and the organizations that serve them.

## **The Ideal Candidate**

Plymouth Housing's new Deputy Director is passionate about the organization's mission and brings optimism and enthusiasm to the challenging work of ending homelessness in our community. The ideal candidate is excited by the opportunity to play an influential leadership role in one of the region's most highly regarded housing organizations and shares the staff and board's belief that housing is a social justice issue.

The Deputy Director calmly navigates in a dynamic and fast-paced, rapidly evolving environment. Decisive and positive, the Deputy is a creative problem solver who listens actively, synthesizes multiple view points and moves people to action. The ideal candidate is results-driven, unafraid to act, delegates, and hold others accountable. The successful candidate is detail oriented and a skilled multi-tasker who can keep the end goal in sight, yet possesses the agility and level-headedness required to manage unforeseen circumstances.

## **Qualifications**

The successful candidate will have a minimum of 10 years of progressively responsible hands-on executive leadership roles. Experience managing high performing teams, organizational change and growth is required. The ideal candidate should be skilled in organizational development, and will lead, motivate, and empower senior leaders.

A background in social services, public health, hospital administration, nonprofit housing, or finance is required. A knowledge of public funding systems, either from a role in government or an organization that receives significant public funding, is essential.

Diverse leadership experience is valued and may include the public, nonprofit, or private sector or some combination thereof. A bachelor's degree is required and an advanced degree is an asset.

You may view the full position profile [here](https://waldronhr.com/searches/plymouth-housing) (<https://waldronhr.com/searches/plymouth-housing>).

### **To Be Considered**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, or national origin. Plymouth is also an equal opportunity employer of individuals with disabilities and protected veterans.

A current resume and cover letter that articulates your passion for Plymouth's mission and fit for the role should be submitted for consideration through [Waldron's candidate web portal](https://careers-waldron.icims.com/jobs/1084/deputy-director/login) (<https://careers-waldron.icims.com/jobs/1084/deputy-director/login>). Letters should be addressed to Heather Gantz.

The search for Plymouth Housing's next Deputy Director is being assisted by a team from Waldron:

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