



## POSITION ANNOUNCEMENT

### Hearth Connection Executive Director

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Hearth Connection, a nonprofit intermediary between government and local nonprofits working to end homelessness in Minnesota, seeks an Executive Director. Our mission is to build relationships, resources, infrastructure, and understanding, so that no one in Minnesota remains homeless, and people who were homeless can prosper. Please visit our website at [www.hearthconnection.org](http://www.hearthconnection.org) for more detailed information.

Hearth Connection offers supportive housing through a network of providers in three regional projects to end long-term homelessness. Hearth Connection has supported 2,400 men, women, youth, and children. Our program yields tremendous success for people experiencing long-term homelessness. We have demonstrated it is possible to end homelessness one participant at a time.

The ideal candidate for this position will be a multi-dimensional, nimble, thoughtful, and entrepreneurial leader who addresses challenges at the intersection of public policy and the delivery of housing, health, and human services. He or she will have experience working within a big tent, encompassing a wide variety of relationships, sectors, and players. A finely-honed strategic sense is essential. The Executive Director must be able to understand and analyze complex policy issues and communicate them effectively to others with different perspectives.

#### POSITION PURPOSE

The Executive Director is an entrepreneurial leader within the organization and in the community to advance Hearth Connection's mission.

#### PRINCIPAL RESPONSIBILITIES

- Develop and communicate a **vision and strategies for ending homelessness** in Minnesota; inspire others and secure and organize the resources necessary to achieve that vision.
- Develop and implement the organization's **financial strategy**, including obtaining private and public dollars to finance the activities of the organization, managing the funds to achieve organizational goals cost-effectively, sustaining the organization and seeking opportunities to increase the accomplishments of the organization.
- Develop and maintain **relationships with local and national stakeholders** including funders, governmental leaders, advocacy organizations, provider organizations, and other leaders in the community working to end homelessness.

- Oversee the organization's **programmatic vision** that coordinated service delivery, including primary providers, other community supports, supportive housing and participant self-determination, will result in positive outcomes for participants.
- Ensure implementation of systems to **evaluate** whether the organization is achieving its mission, including to what degree the organization contributes to improving the lives of participants, and whether the services are provided cost-effectively.
- Ensure implementation of Hearth Connection's **consumer involvement strategy** to get consumer feedback on the organization's strategies.
- Effectively manage **human resources** to achieve the mission of the organization, including hiring and supervising staff and consultants, and working well with Board of Directors.

Each year the Executive Director, in consultation with the Board of Directors, will set specific goals to carry out these responsibilities.

## **REQUIRED QUALIFICATIONS**

### ***Relationships and Leadership***

- Demonstrated leadership ability, including supervisory experience, and experience working in collaboration with multiple parties with diverse interests.
- Experience forming and maintaining strong working relationships with a variety of stakeholders. Understand when to lead and when to let others lead.
- Ability to contribute to the team approach of the organization. Ability to support the contributions of other members of the team.

### ***Communications***

- Excellent oral and written communications skills.
- Experience with public speaking, persuasion and advocacy
- Strong influencing skills both within and outside the organization. Ability to drive consensus

### ***Strategy***

- Ability to identify trends, and collaboratively develop strategies to address needs.

### ***Financial***

- Experience in fiscal management, including complex financial statements, budgets and contracts. Ability to manage risk and envision payment models that meet the needs of multiple stakeholders
- Demonstrated fundraising ability in the public, private, and nonprofit sectors.

### ***Policy and Program***

- Programmatic leadership experience including policy development.

### ***Personal Attributes***

- Ability to empathize and communicate effectively with people who are homeless.
- Ability to demonstrate grace under pressure.
- Have a sense of humor and know when to use it.
- Ability to maintain confidentiality of sensitive materials and information.

## **PREFERRED QUALIFICATIONS**

- Knowledge of health care finance and government health care programs.
- Knowledgeable about solutions to homelessness, including services, funding streams, advocacy, and state and federal policy regarding supportive housing, homelessness and poverty.
- Experience with public policy development and knowledge of county and state social service funding streams.
- Experience working with media and advocacy campaigns.

The knowledge base and expertise required for this position may be acquired by a combination of education and work experience.

Must be able to travel within the Twin Cities on a regular basis and within the state and country occasionally to build relationships and accomplish work objectives. This position requires public speaking and the ability to regularly use the computer and telephone.

## **ATTRIBUTES EXPECTED OF ALL HEARTH CONNECTION EMPLOYEES**

- **Initiative:** Demonstrates initiative and leadership; takes responsibility for outcomes; motivates others; is results focused.
- **Relationships:** Builds trust based relationships; supports teamwork and collaboration. Anticipates, understands and meets the needs of Hearth Connection stakeholders/ customers/participants, and seeks to incorporate their feedback regularly.
- **Values:** Acts fairly and with honesty and integrity; manages community investments in Hearth Connection responsibly. Promotes a diverse environment in which people recognize and achieve their own potential and appreciate the perspectives and contributions of others.
- **Decision making:** Uses data for decision making; analyzes issues; is persistent and creative in problem solving; handles complexity well.
- **Communication:** Demonstrates an understanding of Hearth Connection service model and the role of an intermediary, conveys the mission and inspires others; expresses ideas and information accurately and concisely, in writing and orally, and listens well to others.

Hearth Connection is committed to affirmative action and to a policy of equal treatment and opportunity in every aspect of its relations with staff members and prospective employees.

### **Curious? Interested?**

Send resume to

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