



Director of Family and Community Vitality
Reports to: Deputy Director
January 2019

Unison Housing Partners is empowering people and strengthening communities in Adams County, Colorado as a progressive housing authority built to address 21st century challenges. We are focused on disrupting generational poverty by providing individuals and families with: access to affordable housing, resources for community organizing and support programs, and by engaging in socially conscious community development that preserves emerging neighborhoods for low income and working families.

Unison Housing Partners manages 13 properties in its portfolio. This includes 1,656 total units, of which 1,244 are a part of affordable programs such as tax credit, 5058, 50059, public housing, NSP, and home funds. We also oversee the Housing Choice Voucher program in Adams County, which provides over 1500 housing vouchers to individuals annually.

The **Director of Family and Community Vitality** provides strategic management, creative leadership, and diligent oversight of the Family and Community Vitality Department and related partnerships to improve the lives of Unison residents and Housing Choice Voucher members. The Director develops, supports and supervises three core programs and their staff aimed at building community and disrupting generational poverty:

Community Organizing: the Community Organizing Program works to build relationships, trust, sense of place and collective power among members of Unison-managed affordable housing communities and among housing choice voucher members. It is grounded in a “love and power” organizing philosophy.

Connection to Resources: we link individuals and families to needed services to support their journey towards stability and provide affirming support as residents pursue their vision for their lives – we do so by building upon the gifts of our members and the strength of community interdependence.

Services Network: the Director builds and maintains a network of partner organizations and agencies that provide demand-driven resources and services to Unison affordable housing communities and housing choice voucher members such as

GED, ESL early childhood development and senior services. The Director also oversees the Home Instruction for Parents of Preschool Youngsters (HIPPY) delivered by Unison staff.

Essential Duties and Responsibilities Include:

Program Development, Management and Staff Supervision

- Works with Deputy Director and Family and Community Vitality staff to develop, evaluate and evolve a program model of community organizing and service connection to build community and disrupt generational poverty
- Develops and manages budgets while overseeing revenue growth and managing expenses
- Plans, directs and coordinates the Family and Community Vitality department's work plan; assign projects and programmatic areas of responsibility; establishes appropriate service and staffing levels; reviews and evaluate work methods and procedures; meet with key staff to identify and resolve problems.

Evidence-seeking Culture

- Clearly articulates the programmatic theory of change
- Develops and instills learning routines to improve program practices, deepen understanding and improve outcomes
- Evaluates progress and impact of programs
- Maintains accurate evaluation data and prepares and presents reports to Unison leadership, program funders, and community agencies as appropriate.
- Prepares Bi-Monthly Key Performance Indicator report for Board of Commissioners

Network-building & Fund Development

- Develops and manages a network of partnerships and MOUs to connect Unison community members to resources and services
- Works across Unison Departments – Housing Choice Vouchers, Property Operations and Housing Development – to ensure the implementation of an integrated theory of change and strategic approach to disrupt poverty and strengthen community.
- Represents Unison in the broader Adams County and Denver Metro community on issues related to poverty - seeking to reinforce Unison interests and strategy
- Works in partnership with Unison Director of Fundraising to initiate, obtain funding from foundation, government and corporate funding sources while maintaining compliance with funders and regulatory agencies.
- Attends industry meetings both locally and nationally to ensure program alignment with local and national best practices and advance the Unison approach among PHAs and other related sectors.

General Qualifications:

- A strong dedication to Unison's mission and the belief that everyone deserves a safe and healthy place to live regardless of income, race, ethnicity or social status
- Deep understanding of the roots and history of poverty in our communities
- Significant hands-on and systems-level experience working with marginalized communities
- Understanding of the value of community strength and connectedness as means to disrupt poverty
- Proven record of successfully developing partnerships and building collective efforts that get results
- Proven track record and experience in working with human services, nonprofit, or government agencies in the areas of program development and evaluation, fundraising, partnership building and community engagement
- Strategic thinker and leader
- Ability to work independently with limited direction in a fast-paced environment; must be a motivated self-starter
- Exceptional verbal and written communications skills
- Excellent industry knowledge across human services, nonprofits, and foundations
- Strong team builder and player

Education/Experience:

BA required with a preference towards an MSW or MPH, however significant experience working with low income families and communities can be substituted for formal education.

Language Ability:

Bilingual English/Spanish is desirable, but not required.

Unison Housing Partners offers competitive compensation and an excellent benefit package, which includes medical, gap insurance, dental, vision, life, short term and long term disability, 401(k) match and participation in the Public Employer's Retirement Association.

Unison provides, to the great extent possible, employment, on the job training and contract opportunities for low – and very-low income residents in connection with projects and activities administered by the Housing Authority. We are an Equal Opportunity Employer, Gender/Minority/Veterans/Disabled.