



POSITION TITLE | Community Engagement Director (Full Time Exempt)

IMPETUS | NeighborWorks Lincoln seeks a visionary and seasoned community organizer to help usher its community building activities into the future, in harmony with the contemporary needs of Lincoln’s vulnerable populations. The Engagement Director will be tasked with advancing marginalized communities through direct engagement and the facilitation of a robust roster of community builders, volunteers, and allied organizations and stakeholders—all in collaboration with the financial education, counseling, and real estate development activities the organization also provides. As senior staff, the Director will have the opportunity to help shape those efforts and influence organizational strategy in solving regional challenges.

ENVIRONMENT | NeighborWorks Lincoln (NWL) is the City’s longest-running community development organization and its preeminent facilitator of owner-occupied affordable housing. Since 1986, NWL has engaged communities holistically through education, engagement, and development services. A team of ten professionals coalesce to create a meaningful, mission-driven environment featuring a high degree of autonomy for each program area. Staff function independently, but within a team setting that promotes frequent and strategic collaboration that enriches the work and improves outcomes for residents and neighborhoods alike. Since 2017, NeighborWorks Lincoln has been an “exemplary” affiliate of NeighborWorks America.

POSITIONING | In recent years, the Board of Directors has become increasingly active in its oversight. This has resulted in NeighborWorks Lincoln repositioning itself as a facilitator of more varied housing types that accommodate the needs of more diverse clients within a broader segment of the local housing spectrum. This work, combined with the City of Lincoln’s spotlight on housing, has thrust NeighborWorks Lincoln into a leadership role in ongoing regional dialogues about systemic challenges including affordable housing, community development, planning, and racially-equitable neighborhoods.

LINES OF BUSINESS | The organization has traditionally accomplished its mission through three parallel activities:

REAL ESTATE DEVELOPMENT: The construction and rehabilitation of affordable, owner-occupied homes across the City, with special emphasis on historic and core neighborhoods. This has historically yielded 60-80 single-family homes annually, but the organization is committed to dramatically scaling that number with different typologies and subsidy models.

EDUCATION: Each year, the homeowner curriculum prepares more than 250 Lincolniters (from 200 households) for first-time homeownership. This eight hour curriculum is paired with HUD-certified financial counseling and voluntary committee participation. Explorations are underway that could expand course offerings to different audiences and languages.

COMMUNITY BUILDING: Staff build and maintain meaningful community relationships that can leverage organizational partnerships and NeighborWorks investments to build local capacity in the furtherance of neighborhoods and improved quality of life for residents, citywide.

CORE RESPONSIBILITIES

- Be a curious, thoughtful, and empowering participant in the life of the community;
- Promote racial equity, inclusion, and community empowerment in all aspects of the work;
- Provide direct and authentic engagement to neighborhoods in which NeighborWorks Lincoln is actively engaged;
- Interface with staff, organizational partners, and civic leaders to select areas and refine community building strategies;
- Competently manage and develop the community building team and provide regular insights to the Board;
- Support the Resource Development Director with the identification and pursuit of new partnerships and funding; and
- Engage in strategic dialogue with organizational leadership to achieve efficacy, impact, and relevance.



KNOWLEDGE/SKILLS | An undergraduate degree or corollary practical experience in a related field is required—as is a belief in the role of quality housing and community development to stabilize and elevate families and communities. Extensive experience in impactful organizing, effective community engagement, leadership recruitment and development, and/or successful advocacy campaigns must be demonstrated. A successful candidate will have excellent interpersonal skills and influence abilities and an implicit understanding of power dynamics and structural inequality—especially with regard to how these dynamics have historically influenced and maligned low-income areas and communities of color. Excellent verbal communication and acceptable written skills are important. The ability to organize a work plan for both self and team will aid effectiveness. Familiarity with the NeighborWorks America network or the real estate and community development industries is helpful but not required—as is previous supervisory experience. Liaising with neighborhood associations and civic groups across the city results in sometimes unpredictable hours and a cyclical workload with evening/weekend commitments, which is hopefully offset by flexible scheduling and compensatory time. A handful of travel opportunities are available annually.

WORK PLAN | The Engagement Director is a senior staff role that sits at the intersection of community function and investment, with five primary job functions (these will be revisited based on the strengths of the selected candidate):

1. (25%) Author and refine community engagement and advocacy strategies and deploy staff, partners thusly.
2. (25%) Direct engagement with residents and neighborhoods; responsiveness to inquiries.
3. (20%) Strengthen, expand, and leverage partnerships with new/existing allies and municipal and civic leaders.
4. (20%) Participate in the administration and strategic planning/positioning of the organization.
5. (10%) Provide staff supervision that promotes professional development, teamwork, and community impact.

COMPENSATION | \$52,000 to \$65,000 with benefits; determined by education level, skillset, and relevant experience

BENEFITS | Progressive workplace with paid vacation and sick leave, flexible schedules, financial support for professional development and continuing education, health insurance (medical/dental/vision), and savings plans (HSA, 401K).

AFFIRMATIVE HIRING | NWL creates equitable opportunities for all to live in high quality affordable housing in strengthened neighborhoods and affirms its commitment to promoting equity, diversity, and inclusion in all facets of its work and leadership. We will proactively seek diverse candidates with myriad backgrounds and provide them with full consideration.

CONFIDENTIALITY | The organization understands that the pursuit of new employment opportunities can be a worrisome endeavor to those with stable employment and is committed to conducting the hiring process with the requisite confidentiality and accommodation requested by each candidate. Please indicate any special requests in your cover letter/email.

APPLY | Email the following to Chief Operating Officer Marti Lee at marti.lee@nwlincoln.org:

1. Cover Letter (1-2 pgs): Explains interest in position, familiarity with Lincoln/NWL (if any), and relevant experience.
2. Resume or Curriculum Vitae, with Narrative of Relevant Community Engagement Experience
3. 3-5 Professional/Personal References

Candidate materials will be reviewed **starting December 1, 2021** with an anticipated *start date of January 10, 2022*.

Applications will be accepted on a rolling basis until the hire is made or search discontinued. Incomplete or illegible materials may be rejected. The organization reserves the right to consider applicants that have not formally applied.