



Position Announcement: Executive Director

Salary range: \$130,000-\$160,000

ABOUT REDESIGN

Seward Redesign (Redesign) is a nonprofit community development corporation, started in 1969, dedicated to improving the Seward Neighborhood and Greater Longfellow Community of south Minneapolis. Redesign provides comprehensive community development services, including multifamily housing and commercial real estate development, infrastructure advocacy, business development, and program administration. Redesign sustains its work through fee-based real estate, philanthropic support, government contracts, and fee-based real estate development revenue.

The organization owns and manages multiple commercial properties, home to 40 diverse tenants, and has developed and preserved hundreds of units of affordable housing. Focused on women, immigrant and BIPOC-owned enterprises, Redesign has recruited dozens of new businesses, provided low interest revolving loans, and overseen numerous façade improvement grants, among other types of support, in the last 10 years alone. Redesign is currently redeveloping multiple multi-unit housing and commercial sites in its service area.

To learn more, visit <https://redesigninc.org/>.

POSITION OVERVIEW

The Executive Director will lead Redesign to advance our mission while upholding and promoting our values. The next ED will lead a team of staff to ensure the effectiveness and sustainability of all programs, projects, and services. The ED reports to the Redesign Board of Directors and supervises staff, along with key consulting partners, to provide comprehensive, local, and tailored support for long-term business and community sustainability.

PRIMARY AREAS OF RESPONSIBILITY

Strategic Leadership and Communication – Assist in the development of, and fully implement the short- and long-range plans of Redesign, clearly articulating organizational goals for financial and programmatic stability and growth; motivate and inspire others to support the vision of Redesign. Develop Redesign's Board of Directors.

Financial Planning and Management – Advance long term financial sustainability for the organization through primarily earned income; direct an annual fundraising strategy to augment earned revenue; seek and maintain relationships with institutional funders; manage a \$1 million annual budget and \$9 million in assets; oversee the development and management of budgetary and financial controls and procedures, including annual audits; keep the Board informed of financial and operational issues.

Operational Planning and Management – Develop, implement, manage, promote, and help sustain a wide range of community development programs; help constituents build business skills and capacity; market, evaluate, and improve Redesign programs and projects.

Human Resources Planning and Management – Support, develop, and retain qualified and excellent staff and consultants; ensure the smooth and efficient operation of the organization by selecting and developing effective people; foster a culture of cooperation and mutual respect, focusing on outstanding performance; facilitate a positive culture of program ownership and accountability and a culture of cooperation and mutual respect.

Relationship Management – Represent Redesign in public relations activities with local and state governmental leaders. Maintain strong and effective relationships with business leaders and advocates who are partners in Redesign’s mission; build and maintain strong relationships with private and public sector leaders, revenue sources, industry leaders, and allied organizations.

QUALIFICATIONS

- A Bachelor’s degree in business, project development, planning, finance, nonprofit administration, public administration, or related field is required; Master’s degree preferred.
- Three or more years executive or advanced level professional supervisory experience in a nonprofit or governmental organization, with working knowledge of community development corporations.
- Five or more years’ experience in real estate development, with an emphasis on Affordable Housing.
- A personal commitment to, and belief in the importance of diversity and equity as a key driver of business and community success.
- Successful track record of securing sustainable funding through a mix of philanthropy, government and earned revenue.
- Commitment to community development, and demonstrated ability to make meaningful connections in community.
- Adept at working with diverse communities and organizations.
- Ability to engage and advocate for Redesign with key business, community, and government stakeholders.
- Ability to successfully collaborate with partner organizations, specifically lenders, businesses, government agencies, and other nonprofits.
- Working knowledge of real estate and other development contracts.
- Strong negotiation skills.
- Proven administrative competence in financial management and budgeting.
- Ability to recruit, retain, and develop high performing staff and consultants and a commitment to managing a team in a COVID/post-COVID environment.
- Excellent written communication and presentation skills.

COMPENSATION

This is a full-time position with a salary range of \$130,000-\$160,000 depending on experience and qualifications. Competitive benefits include vacation, parental leave, employee medical and dental, group life, disability insurance, and employer retirement savings contribution.

HOW TO APPLY

To apply, send cover letter, resume, and three professional references as one .pdf document to melissa@mightyconsulting.org by **5PM on Thursday, November 18th**. Redesign is an equal opportunity employer. Women and People of Color are strongly encouraged to apply. Questions about the search can be directed to Melissa Martinez-Sones at melissa@mightyconsulting.org or 651-808-3409.