



PROSPERA HOUSING COMMUNITY SERVICES

Seeks a Senior Vice President of Real Estate Development

About Prospera Housing Community Services

Founded in 1993, [Prospera Housing Community Services \(Prospera\)](#) provides safe, high-quality, affordable housing with support services to those in need in South Texas. Prospera's supportive housing provides a starting point for pursuing goals, fulfilling dreams, restoring spirit, and building self-endurance – all leading to a brighter outlook. Prospera prides itself in being “here” for its residents who aspire to rent affordable, secure homes by maximizing life-stabilizing, transformational services.

An enduring institution with a strong business model, Prospera is led by a highly effective management team with a proven track record of being an excellent community partner positively impacting employers, schools, residents, and commerce in all of its communities. With an annual budget of approximately \$50 million and with approximately 4,500 units under management, Prospera employs 225 staff members and is overseen by a 13-member Board of Directors comprised of business and community leaders.

The Opportunity and Work Culture

Reporting directly to the Executive Director and CEO, the Senior Vice President of Real Estate Development will have the opportunity to join a robust and emerging Executive Management Team of a growing nonprofit which is committed to exceptional real estate development and the highest quality resident and community services. The SVP will join a supportive organization with:

- A preference for a transparent and straightforward approach to communication, problem-solving, and decision-making.
- An ongoing commitment to promoting diversity and inclusion.
- A strong sense of camaraderie and collaboration among employees and a family-oriented culture where personal issues are understood and accommodated.
- An appreciation for and acknowledgement of employees with regular recognition of employees' accomplishments and efforts.

SVP's Primary Responsibilities

Executive Leadership

- Support the emerging leadership of Prospera's relatively new Executive Director and CEO and contribute proactively to the overall effectiveness of the Executive Management Team.
- Prepare presentations, materials, and make recommendations to the Executive Director and CEO, Prospera Board of Directors, and other stakeholders regarding Prospera's housing and community development based on research, data, and feedback.
- Ensure that Prospera is well-connected to, and a participant in, regional, state, and federal housing policy initiatives by developing strong working relationships in the community.
- Interface with TDHCA and other regulatory agencies which govern preservation or development of affordable housing.
- Work with elected officials and boards to advise on local, regional, and state-wide strategies.
- Appear before city officials, public agencies, community groups, lenders and funding sources and officials from other jurisdictions and organizations regarding the community's housing and neighborhood development needs, goals, and policies.

Real Estate Development and Asset Management

- Manage and lead the entire real estate development process including site identification, financing, closing, construction administration, and placement into service.
- Manage and support Prospera’s shift from external consultants to in-house development staff, ultimately improving expertise and teamwork within the department.
- Secure capital for the development and rehabilitation of affordable and supportive housing – often through competitive RFP processes – from municipal, state, and federal agencies (including tax credit opportunities) as well as from private sources.
- Complete financial analysis of all prospective projects to determine if major rehabilitation or construction projects are economically viable and sustainable as well as the optimal funding strategies to employ (4%, 9%, PFCs, social enterprise, etc.) to achieve accelerated growth goals.
- Prepare proformas and other projections to create financially viable construction and permanent operating budgets.
- Develop re-capitalizing and re-structuring strategies for existing assets and manage all rehabilitation projects.

Personnel Management

- Oversee a real estate development team comprised of 8 staff members ensuring that individual and collective responsibilities are aligned with strategy.
- Direct staff and consultants in the completion of various studies, including current and long-range housing and community development initiatives.
- Ensure compliance with Prospera’s personnel policies, consistently holding staff to high levels of accountability and completing performance evaluations in a timely manner.
- Celebrate team and individual staff member accomplishments.
- Maintain a positive, accountable, and engaged work environment.
- Confer with leaders periodically to assess the status of assigned areas of responsibility, resolve problems, and establish procedures to promote a more efficient operation.

Profile of the Ideal Candidate

Credentials:

- Ten plus years’ experience in affordable, residential, multi-family real estate development including a demonstrated track record of leading all aspects of the real estate development process incorporating best practices and techniques of housing production and construction.
- Extensive knowledge of and experience with affordable housing programs; complex finance sources including HUD programs, federal, state, and municipal laws and regulations governing housing; and community development projects and programs.
- Bachelor’s Degree in community planning, housing development, construction management, real estate, business, or a closely related field.
- Valid Class “C” Texas Driver’s License required.

Skills and Qualities:

Strategic, Creative, and Savvy Executive Leader

- Ability to think strategically, foresee potential obstacles, and proactively develop plans to address challenges in housing development initiatives.
- Proficiency in generating new ideas for housing projects, as well as finding innovative funding opportunities and construction methods.

- Skill in navigating political landscapes, building relationships with influential stakeholders, and effectively advocating for the organization's goals.
- Knowledge of budgeting, financial planning, and resource allocation, ensuring the efficient use of funds for housing projects.
- Strong analytical and problem-solving abilities to identify issues, analyze root causes, and implement effective solutions, ensuring housing development projects efficiently and effectively progress to completion.
- Capacity to remain flexible and adjust strategies when faced with unexpected challenges or difficult situations with the ability to make tough, pressure-filled decisions with grace, composure, and professionalism.

Value-Aligned Team Builder and People Manager

- Track record of hiring, managing, and overseeing diverse and highly qualified team members.
- Skill in fostering a collaborative and inclusive team environment, encouraging the sharing of ideas and knowledge among team members.
- Ability to work effectively with a diverse team, understanding and respecting different backgrounds and opinions.
- Positive attitude and motivational skills to inspire and encourage team members during challenging times, fostering a supportive work environment.
- Ability to recognize and appreciate the unique value proposition of Prospera, indicating alignment with the organization's mission and goals.

Effective Communicator and Project Manager

- Excellent verbal, written, and public communication skills to convey ideas clearly, negotiate effectively, and maintain open channels of communication within the team and with external partners.
- Ability to read, write, interpret project and product specifications, contract documents, construction plans, blueprints, invoices, etc.
- Highly organized with attention to detail and the ability to prioritize multiple tasks, follow projects through to completion, and work with minimal supervision.
- Demonstrate an ability to apply principles of logical thinking to define problems, collect pertinent data, establish facts, draw valid conclusions, and initiate appropriate course of action.
- Ability to analyze statistical reports and make recommendations for changes or improvements.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$200,000 to \$230,000, commensurate with experience and qualifications. Prospera also offers a comprehensive and generous benefits package. Prospera will consider on-site, hybrid, or remote employment arrangements assuming the SVP can be physically in San Antonio when needed.

Application Process and Additional Information

Prospera is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Candidates must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of Prospera. Applications will be accepted until the position is filled. Upload required documents – preferably in PDF format – to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarvin@eostransitions.com.