



Richmond LAND is hiring an Executive Director

Mission

Richmond LAND's mission is to build grassroots power for resident-driven and community-controlled land-use through community organizing, land acquisition, development, and stewardship of the land and affordable housing for long-term community benefit.

Summary

Incorporated in the Fall of 2019, Richmond LAND has grown from an idea into a powerful and innovative model that centers power-building and place-keeping in its land acquisition and development efforts. As an emerging Community Land Trust¹, we seed development projects and stewardship activities through resident leadership programming and cultural organizing.

The Executive Director will join a powerful and dynamic team of women of color leaders, advocates, and organizers passionate about transforming the conventional models of planning, affordable housing, and community and economic development to align with restorative economics² and the Just Transition framework³.

We are looking for an Executive Director with experience in real estate and community development to join us in shifting local land-use away from profit-motivation towards community-driven and led initiatives. Together we will grow our effort to stabilize residents, create and secure neighborhood assets, sustain cultural legacies, and assert Black, Indigenous, People of Color and historical residents' right to return, remain, persist, and thrive in our community.

The Executive Director will be responsible for establishing new partnerships across industries, executing programs, securing organizational resources, and growing Richmond LAND's communications strategy to ensure effective growth and sustainability of the organization. Richmond LAND maintains a horizontal staffing structure with shared leadership and decision-making power. The position will be directly responsible for managing and supporting the following staff:

Founding Director (new position TBD)
Community Planning Manager
CLT Program Manager

¹ [WHAT IS A CLT?](#)

² [Restorative Economics](#)

³ [Just Transition](#)

Aspects of the Role & Results to be Achieved

Cohesive Organizational Build-out and Sustainable Growth

- Refine and execute organizational goals and strategies based on planning documents, active projects, and team input.
- Determine the sequence of organizing, preservation, and production efforts that grow a land portfolio to further participatory planning and development activities.
- Assemble a team, resources, and networks to increase the development and stewardship capacity of the organization.
- Provide leadership for determining the series of policy, advocacy, and programmatic initiatives necessary to create an environment where Richmond LAND's approach can thrive.
- Secure a local developer apprentice-mentor, legal counsel, and advisors with expertise in various practice areas, including land use, contracts, residential & commercial real estate, and corporate matters.
- Engage in financial planning, oversee the development of budgets, assess and secure operating and development budget resources, and propose revisions as necessary.
- Provide for the appropriate controls, management, and accountability of all funds, physical assets, land, and other property.

Cooperative Organizational Leadership

- Ability to set organizational culture and praxis, promote community care, and ensure that our internal processes are centered around holistic and decolonial wellness.
- Develop and administer procedures and policies to strengthen internal systems for personal and organizational sustainability.
- Establish decision-making processes for consensus building and a healthy team dynamic.
- Design and maintain work plans, support staff in executing individual roles and responsibilities, and balancing collective projects.
- Monitor and evaluate all organizational activity, report progress to the Board and committees; create a timeline for additional action, and make recommendations for change as needed.
- Support Board, staff, and membership development, provide advice and counsel to the Board to assist in setting policies, action plans, and monitoring Richmond LAND's performance.

Effective Partnerships, Relationships, and External Communication

- Build greater awareness of the organization's efforts and maintain a positive image of Richmond LAND's work by distributing a newsletter, participating in convenings, regional or state working groups, events, and marketing activities.
- Represent the organization in its business relationships with government agencies, professional services, the media, community organizations, and other stakeholder groups.
- Develop and maintain partnerships with co-developers, funders, financial institutions, regional groups, and local agencies.

Requirements and Desired Qualifications

- Commitment to the organization's mission, vision, and values
- Personal connection and lived experience in Richmond or the surrounding neighborhoods in West Contra Costa is strongly desired, but a deep commitment to empowering the self-determination of Richmond/West County residents in land-use, housing, and development is a must
- Ingenuity in garnering resources (people, funding, support) to get things done through formal channels and informal networks
- Visionary and imaginative, willing to create new processes, models, and alternative solutions, that activate and inspire local communities and shift industries
- Effective communicator and decision-maker with a demonstrated a mixture of strategic analysis, wisdom, and experience
- Willingness to lead the organization with (not for) staff, members, and community, and experience building consensus among multi-stakeholder groups
- Proven fundraising track record and experience securing various financial resources, including public and private funds, grants, and donations. Experience with integrated capital is strongly desired
- Five or more years of nonprofit management experience as a leader in a racial and social justice organization is preferred
- Five or more years of experience in the field of urban planning, real estate, affordable housing or community development is preferred

What We Offer & How to Apply

An opportunity to lead and co-create an innovative organization with strong financial standing and a team of dedicated movement builders and change agents

Benefits include:

- Professional development and coaching opportunities
- Flexible work schedule & flex time
- Generous vacation time
- Influence on future organizational decisions

Richmond LAND strives to maintain an equitable and just compensation philosophy modelled after a competency-based pay model. The base salary is \$100,000 with medical and dental benefits included. The salary amount for this position is negotiable upon relevant experience and qualifications. Applicants are encouraged to submit their desired salary amount in their application.

To be considered, applicants must submit a cover letter and resume to info@richmondland.org. Applications will be reviewed on a rolling basis with priority given to applications received by **January 31st, 2021**. For more information, contact the Founding Director, Valerie Jameson at valerie@richmondland.org or visit the Richmond LAND [website](#).

Richmond LAND is an equal opportunity employer and **strongly** encourage Black, Indigenous, people of color, women, queer and gender-fluid applicants to apply. We also consider qualified applicants with arrest and conviction records for employment.