

Job Posting:

Chief Executive Officer, Urban Housing Solutions

Peter Gray Executive Search is posting this position on behalf of Urban Housing Solutions in Nashville, Tennessee.

- **Job Title:** Chief Executive Officer
- **Employer:** Urban Housing Solutions
- **Location:** Nashville, TN
- **Salary range:** \$140,000 - \$170,000 plus benefits

Before applying, please read the detailed job brochure: bit.ly/UHS-CEO-job

Apply here: bit.ly/UHS-CEO-apply

Urban Housing Solutions is Nashville, Tennessee's largest and most innovative nonprofit affordable housing provider.

Founded in 1991, UHS develops and manages attractive, accessible apartment communities (currently 1,600+ apartments in 36 properties) for Nashville's homeless, low income, and workforce populations. With around 50 employees and a \$13 million budget, UHS remains dedicated to providing affordable homes in supportive communities.

This is a great opportunity for someone with strong **leadership experience in development and management of affordable housing**, combined with **a passionate commitment to UHS's nonprofit mission**.

Deadline: rolling. The position is open until filled. It was announced on **May 12, 2025**. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling

basis. For best consideration, please apply promptly; and please complete all questions in the application, including the cover letter/personal statement. Our goal is to fill this position by **October 2025**.

ABOUT THE POSITION:

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for the overall administration, operations, and strategic leadership of Urban Housing Solutions. This role is ideal for a visionary, compassionate leader who is deeply committed to addressing housing affordability, homelessness, and community well-being through innovative real estate development and resident-centered service delivery.

The CEO must bring exceptional leadership, organizational, and communication skills to advance the mission, support a high-performing team, and strengthen internal systems. As the public face of the organization, the CEO will advocate for policy support, public resources, and community collaboration to expand the availability of deeply affordable housing in the greater Nashville metro.

Urban Housing Solutions has approximately 50 employees, all of whom report directly or indirectly to the Chief Executive Officer. Direct reports include the Chief Operations Officer; the General Counsel; the Director of Finance; and the Director of Design & Development.

Key Responsibilities Include:

Strategic & Visionary Leadership

- Guide the long-term strategic direction of the organization in alignment with its mission.
- Serve as a passionate advocate for affordable housing and the individuals and families UHS serves.
- Inspire innovation and collaboration across departments and with external partners.

Team & Organizational Leadership

- Lead, support, and develop a strong, mission-aligned senior leadership team.
- Foster a culture of accountability, communication, and cross-departmental coordination.
- Build and maintain a unified team that works collaboratively toward common goals.

Real Estate Development and Property Management Oversight

- Provide leadership on the development of affordable housing projects; the property management of affordable housing projects; and the range of supportive services offered at UHS properties.
- Work closely with real estate staff, legal teams, architects, contractors, and government agencies.
- Ensure projects are completed on time, within budget, and aligned with community needs.
- Ensure that properties are managed in a way that meets resident needs, quality of life expectations, and regulatory guidelines.

Financial Oversight

- Provide strategic financial leadership, including budget development and long-range planning.
- Maintain strong relationships with banks, lenders, and financial intermediaries to manage complex debt structures and business relationships in compliance with financial covenants.
- Oversee grant administration, and support efforts to secure and renew public and private funding.
- Ensure accurate and thorough reporting for regulatory compliance and major funding sources.

Administrative Management

- Strengthen internal systems, communication, and coordination across departments.
- Promote operational efficiency and administrative excellence throughout the organization.
- Provide support to the Board of Directors, facilitating meetings, assisting in board member recruitment, and ensuring effective governance practices.

Community Engagement & Advocacy

- Serve as a key spokesperson and advocate for the organization's mission, residents, and priorities.
- Build strong relationships with community leaders, policymakers, and government entities.
- Advance policy and funding initiatives that support housing stability and affordability.

Qualifications Sought Include:

- Bachelor's degree in nonprofit management, business administration, real estate development, or a related field; or equivalent professional experience.
- 10+ years in a senior nonprofit leadership, with a focus on affordable housing real estate development, property management, community development, or related areas.

- Demonstrated success in team leadership, organizational management, and leading cross-functional collaboration.
- Proficiency in financial strategy and reporting; experience with public financing, debt, and multi-source funding streams.
- Strong administrative and communication skills to ensure alignment, transparency, and results across departments.

Personal Qualities Sought Include:

- Consistently strong leadership skills and decision-making ability.
- Strong analytical, critical thinking and problem-solving skills, especially in high pressure situations.
- Strong verbal and written communication skills.
- Strong detail orientation and organizational skills, with the ability to handle multiple, simultaneous tasks effectively and efficiently, prioritize workload, and meet deadlines.
- Strong aptitude for self-directed work.

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