



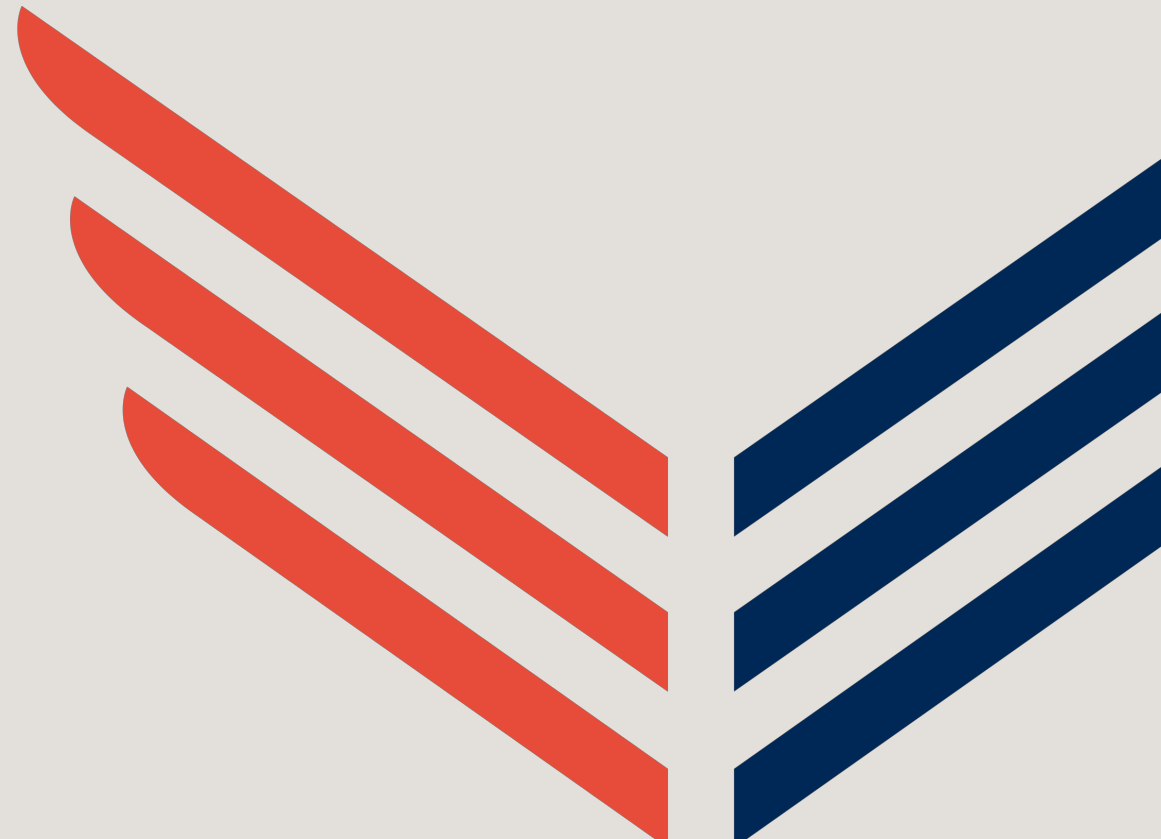
Position Profile

Wesley Housing

Senior Vice President of Real Estate



PRESENTED BY: **TALENT** PARTNERS



The Organization





Who We Are

Wesley Housing is a nonprofit community housing developer whose mission is to develop, own, operate, preserve, and maintain affordable housing and sustain quality communities for low- and moderate-income families and individuals across the Washington, D.C. region.

Wesley Housing's headquarters are in Alexandria, VA (Fairfax County), and our apartment communities are located throughout the Washington, D.C. metro region.

Wesley Housing will not discriminate against any applicant or employee in recruitment, appointment, or service because of race, color, national origin, sex, age, religion, disability, marital status, veteran status, or any other characteristic or status protected by applicable federal, state, or local laws

Wesley Housing Impact



Communities in Northern
Virginia and Washington, D.C.



3,000+

Total owned housing units



Community Resource Centers
5 on-site Supportive Services
Centers for older adults and
individuals with disabilities



4,700+

Residents

According to a 2024 SatisFacts resident satisfaction survey, our communities received an average annual score of 4.12 "superior" rating ("exceptional" is the best 4.5-5.0). Ninety-one percent (91%) of residents said they would recommend their community to a friend and 81% of residents said they'd "very likely renew" their Wesley Housing property lease.

In 2022, Wesley Housing was named "Nonprofit Developer of the Year" by the Housing Association of Nonprofit Developers (HAND) for the third time (previously in 2017 and 2006). Further, Affordable Housing Finance magazine named Wesley Housing in its "Top 50 Affordable Housing Developers of 2020" and was one of only nine nonprofits nationwide to make the list.

The Candidate Profile



Position Description



Title: Senior Vice President of Real Estate



Organization: Wesley Housing



Reports to: President & CEO



Direct Reports:

VP of Asset Management & Compliance and
VP of Real Estate Development



Employee Count: 103



Location: DC, MD, or VA (Hybrid)



Website: wesleyhousing.org





Position Summary

The Senior Vice President (SVP) of Real Estate will be a key leader within Wesley Housing, responsible for driving the strategic vision, execution, and oversight of the organization's affordable housing development and asset management initiatives. Reporting directly to the CEO, the SVP will lead a multidisciplinary team to ensure the successful development, financing, and long-term sustainability of the organization's real estate portfolio. The SVP will oversee the identification, acquisition, and development of affordable housing projects, ensuring alignment with the organization's mission and strategic goals. They will also direct the stewardship and financial performance of the existing real estate portfolio, implementing strategies to maximize operational efficiency, long-term sustainability, and community impact.

Required Knowledge, Skills & Abilities (“Must-Haves”)

- Ten plus years of affordable housing development, Low Income Housing Tax Credit (LIHTC), HUD, rural development, or related work experience
- Demonstrated growth mindset, intellectual curiosity, leads with positivity, strategic thinker, effective planner, and collaborator
- Commitment to the organization’s vision, mission, and values, including a commitment to diversity, equity, and inclusion in all real estate development efforts and the ability to build knowledge and skills to advance equity work across the organization
- Ability to navigate complex political landscapes while building relationships with various stakeholders
- Proficiency in real estate acquisitions, early-stage feasibility, analyzing financials, underwriting deals, and securing financing for real estate development
- Ability to assess and optimize structure, reporting relationships, policies, and procedures to ensure operational excellence within the real estate development team
- Strategic oversight of asset management to optimize portfolio performance and long-term sustainability
- Reliably delivers intended results on time and within budget. Is solution-oriented and able to adapt in the face of challenges; able to analyze and prioritize situations to solve problems; displays sound judgment and makes decisions in alignment with both departmental and organizational goals

Other Desired Skills & Abilities

- Strong financial analysis, organizational, oral, and written communication, and negotiating skills are essential
- Strong interpersonal skills to navigate the demands of both internal and external stakeholders and the ability to adjust to the audience
- Excellent project management and development skills including creating ambitious yet realistic project plans, coordinating projects and teams, communicating progress and changes, and completing projects on time and on budget
- Demonstrated ability to collaboratively and successfully lead and mentor a high-achieving team
- Knowledge of federal, state, and local housing programs and rules and regulations preferred
- Experience with non-profit organizations preferred
- Ability to view real estate development projects in the broader organizational context
- Familiarity with and relationships in Northern Virginia/DC Metro Region and across the Commonwealth of Virginia's affordable housing programs and markets preferred
- Demonstrated track record of coaching, supporting, and leading teams, including the successful execution of strategy, resources, and people to deliver results
- Firm understanding of the sector's unique challenges and dynamics
- Inspired by the success of others, utilizing strong interpersonal skills to foster trust and collaboration with team members, partners, and community members

Essential Duties & Responsibilities

(Real Estate Development 60%)

- Oversees development of Wesley Housing properties, assets, and investments
- Manages Real Estate Development operations, including policies, procedures, staffing, training, and resource management
- As a member of the senior leadership team, assists the CEO, CFO, and Controller in strategic planning and budgeting
- Supervises, guides, and monitors the progress of the Real Estate Development team in the development and execution of short- and long-term objectives for the acquisition and development of affordable housing projects
- Prepares and evaluates project feasibility and makes recommendations to the CEO, CFO, and Board for advancing projects
- Ensures the preparation and maintenance of project performance metrics, including predevelopment budgets, development budgets, construction costs, operating budgets, and project timelines
- Assists in the preparation of proposals for grants, subsidies, and/or other economic benefits in support of Wesley Housing's real estate development activities
- Networks with the housing community to facilitate and advocate for increased preservation and production of affordable housing
- Researches and plans for the implementation of new housing concepts and product areas for Wesley Housing Development Corporation
- Provides staff support to the Real Estate Development Committee and prepares and submits reports to the Board of Directors
- Coordinates Real Estate Development Committee of the Board of Directors and makes presentations and reports to the Board of Directors

Essential Duties & Responsibilities

(Asset Management 40%)

- Leads the strategic oversight of a diverse multi-family housing portfolio, ensuring financial stability, operational efficiency, and regulatory compliance
- Identifies and analyzes potential risks across the portfolio, implementing proactive strategies to mitigate financial, compliance, and operational challenges
- Oversees financial performance by conducting budget reviews, cash flow projections, surplus cash calculations, and long-term capital planning to maximize returns and ensure sustainability
- Manages the transition of properties from development through stabilization, collaborating with real estate development, property management, and accounting teams to optimize asset performance
- Ensures adherence to LIHTC, HUD, and other local, state, and federal program requirements, while maintaining transparent reporting and strong relationships with investors and stakeholders
- Oversees long-term capital needs across the portfolio, aligning funding sources with property requirements and identifying opportunities for refinancing, investor buyouts, or other financial strategies
- Implements and enhances data systems, risk-rating tools, and reporting mechanisms to improve asset management efficiency and decision-making
- Supervises, mentors, and develops asset management staff, fostering a high-performing team that drives portfolio success and organizational goals

Workplace Culture,
Education &
Compensation



Workplace Culture

We strive to lift and celebrate the value of diversity within our workplace, within our communities, and in our actions and choices. We will accomplish this by being proactive in speaking out and undertaking new, brave practices that continually build a culture of diversity, equity, and inclusion so that each person has access to what they uniquely need to accomplish their aspirations, build up their lives, and have a sense of belonging.



Education Requirements



Bachelor's degree in real estate, construction management, architecture, planning, finance, business, law, urban planning, or related field.

Compensation

Wesley Housing offers a generous benefits package to full-time employees that includes a competitive salary, health insurance, disability insurance, paid time off, flexible work schedule, opportunities for training, and a retirement plan with a company match.



How to Apply:

Interested and Qualified candidates should contact Mr. Tracy McMillan at tracymac@broadviewtalent.com

