



Acumen Executive Search is partnering with **DevNW** to find their next **Chief Program Officer (CPO)**. DevNW, and their CDFI partner, Community Lending Works (CLW), are fostering vibrant, inclusive communities by prioritizing housing, asset development, wealth building, and small business development. To do this work they are deconstructing pervasive systems of oppression such as racism, classism, and sexism that maintain persistent disparities and perpetuate deep imbalances in power, opportunity, and wealth.

The team focuses on growing vibrant Northwest communities with comprehensive work, which ranges from the construction of affordable homes and advocacy for policy change as well as classes and one-on-one counseling support that help people meet their own benchmarks for success.

They are proud of fostering healthy culture internally by embracing equity and their clear mission at all levels; offering flexible work with a hybrid option; supporting effective, long tenured staff and leaders; and offering compelling compensation and benefits.

**If you:**

- Have leadership experience and a deep commitment to social and economic justice, especially as they impact housing, health, and asset building.
- Have a passion for DevNW's mission to overcome systemic inequality and injustice.
- Want to be part of a leadership team that makes an impact on the community and encourage staff members to bring their whole selves to this important work.
- Are a big picture leader. Can be strategic, entrepreneurial, and the outward facing leader of the department of programs that provide direct services to individuals and families.
- Can inspire, support, and mentor an experienced team who is passionate about their work with a diverse population of individuals and families that are often in crisis situations.
- Can focus on impact and results of the department's work with data-driven quantitative analysis as well as qualitative feedback from diverse stakeholders; always leading with an eye for continuous learning and improvement.
- Have a demonstrated track record of building meaningful relationships with community leaders and elected officials. Comfortable presenting in formal and informal situations, a storyteller with a purpose, and have a keen understanding how policy impacts DevNW's work.

**.... Then the Chief Program Officer (CPO) may be the next gratifying step in your career.**

**As the CPO you will:**

- Provide high level leadership and strategic direction for the suite of programs that provide direct services to individuals and families, including financial wellbeing, first time homeownership, foreclosure prevention, disaster recovery, home repair/rehab/rebuilding, community health workers, housing navigation and rent assistance, and more.
- Ensure that the direct service programs are human-centered, collaborative, responsive to community needs and input, accessible to and inclusive of under-served communities, and having the intended impact of overcoming historic and systemic barriers to build assets and opportunities for individuals and families that have been excluded from financial, housing, and other systems.

- Maintain financial viability of major program areas, including developing new and existing funding sources, to ensure continued mission-driven impact.
- Cultivate a cohesive, innovative, supportive, and effective programs staff team, including ensuring that the organization has the right positions/capacity to best accomplish the program goals, and developing the leadership capability of directors, assistant directors, managers, and emerging leaders across the team.
- Provide collaborative organization-wide leadership to ensure that their programs and services work effectively with each other and with other departments, that the perspective of the Programs team is integrated into organization-wide planning and contributing to the overall mission and organizational health of DevNW.
- Participate as a member of the Executive Management Team, and provide expertise and thought partnership for strategic planning, establishing the annual budget and monitoring financial reports, addressing high level organizational development needs, etc.
- Provide direct supervision of the highly effective Directors and Assistant Directors within the programs team, including weekly/bi-weekly check ins, professional development, and performance evaluations.
- Lead collaborative strategic planning and visioning for the programs department.
- Lead the annual budgeting process for the programs department; regularly review financial reports and offer course-corrections as needed; help the Programs leadership team develop a deep understanding of budgeting and financial monitoring.
- Collaborate with the programs team, Data Analyst, and other leaders (within and outside the organization) to understand the impact of programs/processes, implement continual learning and improvement systems, and oversee changes needed to better meet their mission.
- Lead new program development or expansion, including staffing plans, budgeting, integration with existing programs, grants/fundraising planning and execution - collaborating with the CEO, programs leadership, Senior Grant Writer, and others within the organization.
- Represent DevNW and their programs at local and statewide events, committees, and roundtables, including with funders, elected officials, policy leaders, coalition partners, etc.

**Salary Range:** \$88,500 - \$123,500 with benefits + flexible schedule

**Location:** Anywhere in Oregon within an hour drive of DevNW's offices in Oregon City, Salem, Springfield, or Corvallis.

**Ideal Candidate Qualifications:**

- Minimum of 8+ years of experience\* within high level program or organizational leadership, including program development, implementation, evaluation, and management (can be a combination of education/field experience that demonstrates required knowledge, skills, and abilities.)
- Demonstrated commitment to economic and social justice.
- Experience thinking strategically and evaluating needs/opportunities from a variety of perspectives including the programs team, the larger organization, and the impact within their communities.
- Experience leading and supervising a team of 15-20+ staff, including direct supervision of managers and supervisors, conducting performance evaluations, and professional development of staff across all levels.
- Budgeting and financial management experience with \$1M+ budgets, including ongoing programs as well as new program implementation and expansion.
- Contract management, compliance, and quality control experience, particularly amongst various funding sources (e.g., private funds, local/state funds, federal funding).

- Experience working within coalitions and developing and maintaining trusted partner relationships, including funders, elected officials, and other stakeholders; proven ability to collaborate with a wide variety of stakeholders to co-create solutions and strategies that advance a collective mission.
- Comfort moving between direct service programs and systems-level advocacy work and the ability to establish clear connections between the two (e.g., they need X policy change because they're seeing Y on the ground with clients/residents).
- Strong commitment to communication (both internal and external) and an understanding of how storytelling adapts across audiences and modes.

**Relevant experience, yet not required:**

- A master's or a bachelor's degree in public policy, organizational development, or related fields.
- Experience or education in data analysis, program evaluation, or research; a working knowledge of these systems in order to collaborate with the Data Analyst to plan for program evaluation.
- Experience with legislative advocacy, such as providing testimony, cultivating legislative champions, working with coalitions to advocate for policy changes and/or funding.
- Education, training, and applied experience in any of the following: organizational development, change management, facilitation, project management, or related skills.
- Grant writing experience, or other experience communicating tailored messages to a specific audience in order to achieve a specific outcome.
- Ability to read, write, and speak in Spanish.
- Direct experience working with individuals and families to support them in achieving individual goals.
- Experience working within the field of asset building, including financial systems, homeownership, small business development or related sector.
- Lived experience as a low-income individual and/or as a member of a community that has faced historical barriers to housing, asset building, small business development, etc.

**To Apply:**

To apply or see our other positions available, please go to [Acumen Executive Search](#) to submit a resume and brief cover letter indicating your interest in the opportunity. If our current open positions are not the right fit for you and you would like us to share relevant opportunities, please send your resume and a brief cover to [info@AcumenESearch.com](mailto:info@AcumenESearch.com).

**Studies have shown that women and people of color are less likely to apply for jobs unless they meet every one of the qualifications listed. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you meet key qualifications for the job, and believe you would be the best fit, we would encourage you to apply; please use your cover letter to explain how you will accomplish parts of the job for which you have less experience.**

**About Acumen:**

Established in 2007, Acumen Executive Search is recognized as the leading certified woman-owned Executive Search Partner in the Pacific Northwest with a global clientele. We deliver high-impact results and higher than national average retention rates, while nurturing genuine long-term relationships. Acumen works shoulder to shoulder with our clients to deliver customized, meaningful, and proven leadership solutions empowering organizational success.

**DevNW is an Equal Employment Opportunity Employer.** All qualified persons are encouraged to apply. Applications for employment will be considered without regard to race, color, national or ethnic origin, religion, gender, gender identity, sexual orientation, marital status, age, disability, and any other characteristic protected by applicable law.

DevNW values diversity and supports a welcoming, inclusive environment where all of their employees can thrive. We value a workforce that is representative of the communities we serve.

**Keywords:** Social justice, housing, financial counseling, economic justice, equity, DEI, justice, inclusion, manager, director, program officer, program manager, contracts, grants, strategy, leadership, budgets, public policy, organizational development, change management, rent assistance, foreclosure prevention, wealth-building, Chief Program Officer, CPO, community lending, rent assistance, inequality, injustice, funds, direct service, advocacy, executive management, policy