



Executive Search Group, LLC

ONE Neighborhood Builders Vice President of Finance and Operations – Providence, RI

Organization Background:

KLR Executive Search is proud to partner with ONE Neighborhood Builders (www.onenb.org) to recruit the organization's new Vice President of Finance and Operations. For over 30 years, ONE Neighborhood Builders has been at the forefront of the fight to expand affordable housing and foster healthier, more equitable communities.

Founded in 1988, ONE Neighborhood Builders has established itself as a community development leader in Rhode Island. They have developed affordable housing and engage neighbors across Greater Providence to cultivate safe, healthy, and vibrant communities.

To date, they have developed 466 affordable apartments, 130 homeownership opportunities, and nearly 35,000 square feet of commercial and community space—totaling more than \$135 million of investments. ONE Neighborhood Builders achieves its mission through robust housing development, addressing root causes of health disparities, embracing innovation, and building the community development field.

In addition to real estate development, ONE|NB addresses the root causes of health disparities. They strive to generate the social and economic conditions in Central Providence that prolong life expectancy and work to eradicate systemic barriers that lead to health disparities. They lead Central Providence Opportunities: A Health Equity Zone, a collaboration of more than 25 community stakeholders who work collectively to identify and eliminate barriers to health.

ONE|NB work is pursued with an enduring commitment to equity—a core organizational value that drives its projects' selection, advancement, and organization. The agency proudly maintains a highly diverse staff and board, reflecting the communities served and representing various identities. This results from intentional board and staff development and deep institutional dedication.

As a nonprofit community development organization that develops real estate, ONE|NB's finances are highly complex. The organization's annual operating budget is approximately \$10 million and comprises several sources. In addition to earned income from development transactions, the largest proportion of revenue is the myriad of government (federal, state, and local) reimbursement grants. The agency has an affordable rental portfolio of 466 apartments and several commercial/community spaces. It is also the management agent for three condominium associations. The organization has 13 affiliated corporate entities, four independent companies, and over \$70 million in total assets.

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Mission: *ONE Neighborhood Builders improves lives across Rhode Island by building homes and connecting communities.*

Five-year Strategic Plan:

The recently completed 2023-2028 strategic plan outlines two key outcomes:

One, Rhode Islanders can access and maintain affordable housing, and two, Central Providence Residents and organizations can change the conditions that drive health equity and economic mobility.

They will achieve this by deploying three levers:

- **Housing:** Build affordable housing throughout Rhode Island while providing comprehensive supportive services that will help residents thrive.
- **Policy & Field-Building:** Advocate for changes to policy and practice informed by their on-the-ground experience.
- **ONE Central Providence:** Serve as the backbone for Central Providence Opportunities: A Health Equity Zone.

The Opportunity:

The Vice President of Finance and Operations (VP) will report to the President and CEO. The VP will be an essential part of the ONE|NB leadership team, driving the agency's strategic expansion from a financial and operational standpoint. The ideal candidate is a mission-driven, entrepreneurial, highly skilled professional with proven leadership experience both in the financial and operational realm and a strong track record.

The VP manages and oversees all financial aspects of the organization and provides leadership and strategic oversight of the organization's operations. The VP leads a team comprising seven total staff and ONE|NB's existing third-party information technology firm. The VP will have three direct reports – the Controller, a Director of Operations, and a Director of Data and Impact.

Key Responsibilities:

- Actively manage cash availability, operating and capital cash forecasting, and other aspects of the organization's finances.
- Lead the development of multi-year budget forecasts and monitor adherence to the annual budget, producing financial performance reports on a quarterly and yearly basis.
- Lead annual audit for ONE|NB, its 13 affiliated corporate entities, four independent companies, and associated responsibilities.
 - Coordinate with external auditors on all document preparation, monitoring visits, and filing necessary documents to the IRS.
 - Conduct annual form 990 review.
 - Manage tax filings and business registrations.
- Assess, manage, and minimize financial and other risk.
 - Drive the financial planning of ONE|NB by analyzing its performance and risks.

- Retain constant awareness of the company's financial position and act to prevent problems.
- Ensure all financial records comply.
- Serve as lead on corporate insurance policies and ensure proper insurance coverage.
- Work collaboratively with the Controller and Director of Operations to manage procurement, contracting, and associated compliance.
- Provide strategic leadership and oversight to the Director of Operations and Director of Data and Impact to ensure that the organization has appropriate policies and systems and that these resources are being used effectively and efficiently. This includes:
 - Office facilities and security.
 - Information technology.
 - Data collection and utilization.
 - Develop and/or document policies and procedures.

Job Qualifications:

The successful candidate will be a highly experienced, results-oriented professional with an exceptional work ethic committed to racial equity and advancing anti-racism practices and to the vision and values of ONE|NB. In addition, the following standards will generally define the successful Vice President of Finance and Operations:

- Bachelor's in Accounting/Finance or related degree; CPA and/or MBA required, or a combination of degree and experience.
- 15+ years of general accounting experience.
- Proven experience developing and leading multi-functional teams, with the ability to work effectively with people at all levels of the organization to create buy-in and a sense of shared responsibility.
- Accounting experience with thorough knowledge of public finance, budgeting, and Generally Accepted Accounting Principles (GAAP).
- Proven experience working successfully with external auditors.
- Understanding the application of accounting/finance in the nonprofit and/or real estate development sector would be a plus.
- Experience with real estate/affordable housing as well as regulatory compliance at all levels.
- Experience with consolidation of multiple corporate entities.
- Expert in Microsoft Excel; proficient in Peachtree (Sage) or equivalent accounting system. Experience implementing new technology systems is a plus.
- Nonprofit experience is a plus.
- Experience working with multiple funding sources.
- Outstanding analytical and strategic thinking skills.
- Superior communication skills, both oral and written.
- Minimum of 10 years of progressive experience in a leadership capacity.

Qualities of the Ideal Candidate:

- Committed to the mission and growth of ONE NB.

- Collegial presence, sharing information with a service mindset.
- Strategic mindset and thinks holistically about operations and the cascading effect of financial decisions.
- Ability to shift priorities quickly and comfortable with change management.
- Authentic, with a good sense of humor.
- Leadership and mentoring skills resulting in dedicated employees and cohesive team engagement.
- Strong technical skills and a curiosity regarding improvements and streamlining systems.
- Effective problem solver with the ability to execute solutions.
- Understands the responsibility that comes with a leadership position and the ability to manage the time commitment required for deliverables.

The Vice President of Finance and Operations will be required to work full-time, with some flexibility needed on nights and weekends. This role offers initial flexibility to work remotely an estimated two times per week and greater flexibility once established.

ONE|NB offers a robust benefits package (including health, dental, and vision insurance), four weeks of vacation, nine holidays plus four floating holidays of the employee's choosing, and up to a 5% 401k match with immediate vesting. And an inspiring and innovative organizational culture.

ONE|NB works to dismantle all forms of discrimination. They fight the systems that oppress people from various identities and experiences. Cultivating a team that embodies the diverse backgrounds of Central Providence communities is essential to these aspirations. They strongly and sincerely encourage applications from people of color, immigrant, bilingual, and bicultural individuals; people with disabilities; members of LGBTQQ+ and gender non-conforming communities; and people with other diverse backgrounds and lived experiences.

Please contact Kristen Rose (kristenr@klrsearchgroup.com / 617-512-2217) or Rebecca Paquette (401-741-4265 / rpaquette@klrsearchgroup.com) with your thoughts and recommendations. We also invite you to visit our Client's website at www.onenb.org and our website at www.klrsearchgroup.com. Thanks!