

Employment Opportunity
The Road Home Dane County
Executive Director



For best consideration, please apply confidentially here:
qtigroup.com/TheRoadHome



ABOUT THE ORGANIZATION



The Road Home Dane County

The Road Home Dane County believes every child deserves a home. And they believe that by working together they can make sure every child in the community has one.

The Road Home Mission

The Road Home Dane County provides opportunities for homeless children and their families to achieve self-determined goals and affordable, stable housing.

Values

- Respect and dignity for all
- Empowerment of those The Road Home serves
- Social Justice
- Anti-Racism
- Inclusiveness
- Results-oriented services

The Road Home Dane County's History

The Road Home Dane County (then known as Interfaith Hospitality Network of the Madison Area) opened their doors on April 26th, 1999 as an overflow shelter for families who could not be served by the existing shelters. In the years that followed, The Road Home played a growing role in securing funds and support for affordable housing and providing case management to help families find and maintain that housing. In 2018, they phased out shelter to focus on housing and support services. A 501(c)(3) organization, they currently operate 12 housing programs and serve over 200 families with children in Dane County each year.





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Why They're Needed

While it might sometimes be hidden from sight, homelessness exists in the Dane County community. In just one year, 1,865 school children were identified as homeless in Dane County. On a single night in July of 2019, over 600 people in the community didn't have a place to sleep. There are approximately 150 families in Dane County without stable housing.

The Dane County community suffers from a critical lack of affordable housing, pushing vulnerable families out of housing and leading to homelessness. Researchers estimate that there are between 7,000 to 27,000 more people in need of affordable housing in the community than there are affordable housing units available. They also predict that without intervention, this gap will grow. The cost of homelessness is high—putting families and children at risk for greater physical, emotional, and academic challenges.

How They Help

The Road Home seeks long-term solutions to homelessness by helping families find and maintain stable, affordable housing. They work with families, not only to relieve the immediate crisis of homelessness, but also to build skills, resources and relationships that set the stage for long-term success. They provide a variety of types and levels of supportive services and stable housing programs that best fit families' needs and help them be successful. Over 90% of families in The Road Home Dane County programs remain stably housed. Learn more about their impact. They also seek to decrease racial housing disparities that exist in the community.

The Road Home works together with partners such as other nonprofits, government agencies, United Way of Dane County, people with lived experiences of homelessness, volunteers, businesses, congregations and donors to create solutions that work.

The Road Home has earned the Platinum GuideStar seal of transparency. GuideStar is a 501(c)(3) that gathers and disseminates information about every IRS-registered nonprofit organization. Participating organizations earn levels of recognition based on their commitment to transparency in answering a series of questions.

To learn more about the organization, please visit their website here:

<https://trhome.org/>

ABOUT THE OPPORTUNITY



Executive Director of The Road Home Dane County

Position Overview

The Executive Director is responsible for creating a diverse & equitable agency for staff and program participants while staying true to the mission, vision, and values. The ED builds and maintains a collaborative and safe culture for all employees and program participants to reach individual and collective goals.

Search Criteria

Leadership

- Previous Executive Director leadership experience
- Experience with building a team of leaders within the organization and staff
- Effective and consistent communication strategy (oral and written)
 - Internal (see below for more details)
 - External (see below for more details)

Problem-Solving/Strategic Thinking

- Values communication and collaboration with staff as part of problem-solving strategies
- Experience with remedial problem solving for internal and external “emergencies”
- Experience with development of new donor/partner relationships.
- Experience with creating business action plans (long and short term) and strategies to promote the organization’s mission and growth

Programs/Knowledge

- Values learning and following this genre of work on the national and local level
- Experience with developing, implementing, growing and sustaining nonprofit programming

ABOUT THE OPPORTUNITY

Search Criteria cont.

Operations

- Strategy Development – experience with donor cultivation and stewardship
- Financing and budgeting – experience with fiscal management
- Internal Policies – experience with implementing existing policies and evolving new policies

Culture

- Organizational definition of culture
- Strategy to create safe and motivating environments
- Strategy to stay relevant and competitive in the non-profit world, in particular the homelessness sector
- Commitment in the mission
- Infuse staff feedback into future planning
- Staff development

Communication

- Staff Communication
 - Transparency
 - Trust
 - Consistent/Timely
 - Prepared
 - Collaboration
 - Feedback
 - Support
- Board Communication
 - Succinct
 - Focus on Presentation
 - Transparency
 - Prepared
- Donor/Partner Communication
 - Focus on Presentation
 - Prepared
 - Development

Experience with all three levels of communication described above

DEI

- Respect for diversity and cultures
- Respect for diversity in approaches and ideas
- Strategy in implementing DEI in TRH

ABOUT THE OPPORTUNITY

Key Attributes

- **Mission-Focused:** Possesses a sincere and clear passion for serving families facing homelessness and other systematic barriers.
- **Relationship-Oriented:** Astute in cultivating and managing relationships toward a common goal. Acts with integrity and strong ethics to ensure best practices and to foster trust at all levels.
- **Strong Communicator:** Exceptional oral and written communication and relationship management skills with and among Board, staff, and community partners locally, regionally, and nationally.
- **Collaborative:** Meaningfully engages staff (all levels) and partners for improved and continuous programming and services.
- **Team-Builder:** Supports and respects the staff, fosters commitment, trust, and unified goals among all. Listens, supports and encourages others to hold one another accountable for team successes without micromanaging.
- **Innovative:** Possesses a creative and aspirational approach when thinking about programs and services. Creates and embraces new ideas and strategies to better serve the mission of the organization.
- **Empathetic:** Understanding of the challenges facing families experiencing homelessness and sensitive to the challenges faced by staff in the current virtual work environment.
- **Dynamic Leader:** Inspires the team to accomplish tasks that couldn't be achieved without shared effort

AA/EEO Statement: It is the policy of The Road Home to provide equal employment opportunity to all persons regardless of race, color, sex, sexual orientation, gender identity, disability, age, religion, national origin, pregnancy or childbirth, ancestry, physical appearance, income level, source of income, political beliefs, marital, genetic, student or veteran status.



ABOUT MADISON, WISCONSIN



The position is located in Madison, Wisconsin. Madison anchors a growing economic region of over 680,000 which includes the state capital, the University of Wisconsin-Madison, a world-class research university, and growing technology and research companies.

Madison is surrounded by five lakes, laced with bike trails, and enlivened with numerous parks and green spaces, the area offers countless opportunities to enjoy a balanced lifestyle in a dynamic Midwestern city, with the ability to easily enjoy the arts, sporting events, access to exceptional farm-to-table food, boating and water sports, hiking, biking, and skiing on the many trails, and camping in a multitude of pristine state parks around the city and the region. It is important to note that Madison occupies what is known as Teejop (day-JOPE), "four lakes" in the Ho-Chunk language, which is part of the traditional lands of the Ho-Chunk people. To learn more, please read the UW-Madison Prevention Research Center's Land Acknowledgement.



For more information, please visit:

- visitmadison.com
- agreatermadison.wistia.com

INTERESTED?

Application and Selection Process

The Road Home Dane County has exclusively retained The QTI Group to conduct the search for their new Executive Director. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, Wisconsin and has five branch offices throughout the state of Wisconsin.

Qualified individuals interested in being considered for the position are invited to submit their resume to to: qtigroup.com/TheRoadHome

Inquiries may be submitted to The QTI Group at the email or phone number listed below.

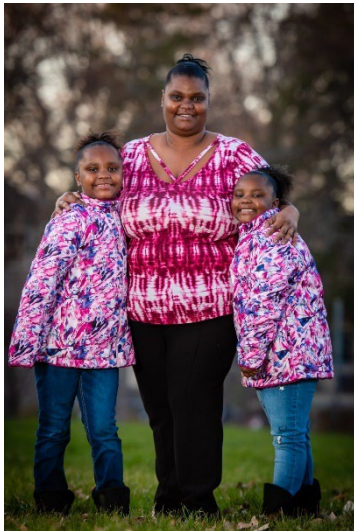
Deborah Best, Certified Diversity Recruiter (CDR)

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