



**Position:** Director of Community Partnerships

**Purpose:** The Affordable Housing Alliance of Central Ohio (AHACO) seeks a passionate leader to direct the CONVERGENCE Columbus effort to close Black and minority homeownership gaps and organize other high-impact community engagement projects. The ideal candidate has a strong background in housing, coalition leadership experience, the ability to form trusted and durable partnerships, and a commitment to equity and justice. This full-time position reports to the Executive Director.

**Core Responsibilities:**

Daily executive-level leadership and oversight of the CONVERGENCE Columbus project, a large membership-based coalition that is committed to closing Black and minority homeownership gaps in Columbus, Ohio. Primary responsibilities include:

- Developing and executing strategic objectives, and serving as thought leader
- Designing internal systems and accountability structures to support success
- Coalition management and relationship building
- Leading public outreach efforts and speaking engagements
- Directing project management for special initiatives
- Staffing and supporting committee meetings
- Personal workflow management

Secondary CONVERGENCE Columbus responsibilities include:

- Partner with coalition members to monitor outcomes, on storytelling, and periodic reporting
- Digital and social media engagement and content oversight for websites
- Project fundraising in and donor engagement support
- Project budgeting and expenditure recommendations
- Policy advocacy related to equitable homeownership
- Technical assistance to coalition members on project objectives

Co-design and collaboratively support advocacy efforts that advance the Affordable Housing Alliance's broad mission to promote affordable housing in the Central Ohio region. Responsibilities can be customized to the candidate's skill and interests and include:

- Create a community empowerment training platform in coordination with AHACO members
- Develop issue-area expertise in affordable housing topic(s) for public education and advocacy
- Lead project design, facilitation, and management for affordable housing programming

Periodically support AHACO coalition efforts. Responsibilities include:

- Support AHACO member, advisor, and committee meetings
- Support AHACO communication, including presentations, events, and digital comms

Affordable Housing Alliance of Central Ohio | 215 North Front Street, Columbus, Ohio 43215 | [www.ahaco.org](http://www.ahaco.org) | 614.344.5027

Columbus Metropolitan Housing Authority  
Columbus Urban League  
Community Development for All People  
Community Housing Network  
Community Shelter Board  
Creative Housing  
Finance Fund  
Franklinton Development Association  
Habitat for Humanity MidOhio  
Home for Families

Homeport  
Homes on the Hill  
Huckleberry House  
Impact Community Action  
Nationwide Children's Hospital  
National Affordable Housing Trust  
National Church Residences  
NRP Group  
Ohio Capital Corporation for Housing  
Preservation of Affordable Housing

Star House  
The Columbus Foundation  
The Community Builders  
The Refuge  
United Way of Central Ohio  
Wallick Communities  
Woda Cooper Companies  
YMCA of Central Ohio  
YWCA Columbus

- Support AHACO strategic planning, goal setting, and follow-through
- Support AHACO policy advocacy to advance coalition objectives

**Project Examples:** You will have the opportunity to work in a fast-paced, dynamic, and positive environment to advance meaningful housing opportunities for the Central Ohio community. Some projects currently in-progress include:

- **Equity Action Plan.** Help a coalition of over 100 members execute its new equity action plan through project and product design, innovative community events, professional education platforms, a homeowner scam alert system, and more all designed to close the Black and minority homeownership gaps.
- **Diversity Down Payment Assistance.** Help CONVERGENCE Columbus develop an innovative fund that provides housing counseling and down payment resources to close Black and minority homeowner gaps and support partners in launching this initiative.
- **Homebuyer Journey Map.** Create and expand a new website to demystify the homebuying process, connect local residents to supports and reliable information, and provide encouragement along the path towards Black and minority homeownership. Integrate the website with a related pilot program that offers targeted counseling to convert mortgage denials into success applications.
- **Empowerment-Based Training.** Help create an original community empowerment program that equips residents with the skills and knowledge to become strong affordable housing advocates and neighborhood leaders.

**Skills:** The ideal candidate will possess the following skills and attributes:

- 3-5 years coalition management or advanced project management experience
- Demonstrated commitment to diversity, equity, inclusion, and justice issues
- Knowledge of affordable housing, fair housing, mortgage lending, or related field
- Strong interpersonal skills and relationship management expertise with diverse stakeholders
- Self-driven leader, collaborative, and highly motivated to serve the Central Ohio region
- Confident public speaker and group facilitator, excellent verbal and written communication
- Enjoys solving problems, juggling diverse projects, and working in innovative spaces
- Eagerness to generate local successes that will serve as a national model for racial progress
- Flexible ability to maintain, organize, and prioritize responsibilities independently
- Comfort with Office Suite required, familiarity with major social media platforms preferred
- Strong relationships with Central Ohio housing ecosystem preferred but not required
- Advance degree preferred but not required

**Work Environment:** Must be physically based in Central Ohio. 40 hours per week required, flexible daily hours as informed by position responsibilities. Work from home can be considered with routine collaboration days. Reliable transportation and valid driver's license required.

**Compensation & Benefits:** \$70,000 - \$85,000 commensurate with experience.

- 15 vacation days earned annually
- 11 paid holidays annually
- One personal day annually
- Seven sick days earned annually (14 days earned the 2nd year)
- Tuition reimbursement (subject to budget availability)
- Medical and dental insurance (employee pays 20% of premium)
- Vision insurance (employee pays 100% of premium)
- Short-term disability insurance (employee pays 50% of premium)
- Medical & dependent care flexible spending account
- Long term disability and term life insurance (employer pays 100% of premium)
- 401K plan with up to a 3% match and a 3% safe harbor contribution for eligible/participating employees after 1 year of service

**COVID Vaccine:** Initial COVID-19 vaccination is required for this role. Proof of record will be requested during the onboarding process.

**About AHACO:** We are a nonprofit organization dedicated to ensuring Central Ohio communities have the resources, tools, and support they need to solve our affordable housing challenge. We draw knowledge and expertise from our twenty-nine members that work across the housing spectrum, including philanthropic organizations, advocates, shelter operators, builders, investors, service providers, housing counselors, and property owners.

AHACO values forward-thinking, empathy, solidarity, confidence, equity, engagement, and commitment to empirical facts.

**About CONVERGENCE Columbus:** Housed at the Affordable Housing Alliance of Central Ohio, CONVERGENCE Columbus is a cross-sector coalition to increase Black and minority homeownership in Columbus, Ohio. CONVERGENCE brings together leaders from across our community to drive impactful and sustainable homeownership solutions by closing gaps in trust, information, resources, and tools. The project was originally launched and remains supported by the Mortgage Bankers Association, the Ohio Housing Finance Agency, and the John Glenn College of Public Affairs at The Ohio State University. Over fifty local and national organizations from nonprofit, banking, governmental, real estate, education, and oversight sectors are active and engaged participants in the coalition.

Current coalition projects include a consumer-facing website to educate the public on the power of homeownership and supports to unlock it, development of a new down payment assistance program, an industry best-practices guide for developing special purpose credit programs, a real estate professional training and education platform, a lending product matrix to inform industry stakeholders on accessible loan products, an initiative to expand diversity in the appraisal sector, a pilot program to help near-ready first time homebuyers become eligible for a home mortgage, a community workshop and tech platform to increase the supply of entry-level homes for purchase, and an "UpKeep" campaign to support existing homeowners with repairs and avoid equity theft scams, and more.



**To Apply:** Please send cover letter and resume to [admin@ahaco.org](mailto:admin@ahaco.org) with the subject "Director of Community Partnerships". Applications will be accepted until the position is filled.

AHACO does not discriminate based on any protected status including sex, race, color, religion, national origin, ancestry, age, disability, genetic information, military status, sexual orientation, pregnancy, status as a parent of a young child or status as a foster parent, and gender identity and expression. AHACO values the expertise gained through lived experiences with housing instability or homelessness.

We understand that the best candidates can come from surprising backgrounds, yet research shows that women and minority candidates are less likely to apply for jobs if they do not meet 100% of qualifications listed. If this position excites you and you want to grow your impact with us, please apply.

*This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change.*