



# Grounded Solutions Network

## Director of Technical Assistance

Remote



## About Us

Grounded Solutions Network is a national affordable housing focused nonprofit dedicated to shaping communities to be equitable, inclusive, and filled with opportunity for all. Where we live matters. Housing determines what opportunities we have and how our kids grow up. Everyone should be able to live in a place that offers opportunity: access to jobs, parks, public transit, quality schools and stable homes. Strong and inclusive communities provide the foundation that people and families need to thrive, both in the present and for future generations.

As a national membership organization, we support nonprofit and government practitioners, community resident leaders, advocates, elected officials, and other housing professionals with the tools, resources and knowledge they need for success. We promote the creation and preservation of quality housing that remains affordable for generations. Our work specifically targets creating and expanding housing with lasting affordability, using a racial equity lens.

Our network defines “Lasting Affordability” as housing solutions that last for generations; including both for-sale and rental housing models and policies that extend affordability beyond the typical spans of five, ten or 30 years. Our mission aligned models, practices, and policies preserve affordability options for a minimum of 40 years and, whenever possible – in perpetuity.

Through our network members and partnerships, Grounded Solutions exponentially transforms the lasting affordability housing sector in the US. We do that by preserving, producing, and sustaining affordable housing with a specific focus on BIPOC, under-invested and marginalized communities. Our key objectives include:

- Cultivating high-capacity housing program operators with strong partners and enabling policy environments that leverage market opportunities to exponentially scale lasting affordability.
- Reducing the national housing supply deficit, which is the major barrier to increasing the number of units with lasting affordability.
- Creating increased baseline understanding of existing lasting affordability field-wide unit portfolios (both homeownership and rental) and the systems required to track progress and demonstrate impact through clear impact metrics.
- Providing field-level leadership to increase housing with lasting affordability program capacity to develop, sustain, and scale.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. We seek candidates who are dedicated to achieving racial equity as both a process and outcome. We are committed to building a staff team that is as racially and culturally diverse as the communities that we

serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

## About the Position

Grounded Solutions Network is actively seeking a dynamic Director of Technical Assistance to propel our Technical Assistance (TA) program forward and make a significant impact in the affordable housing sector. Our TA program supports public agencies and nonprofit organizations by offering expert guidance on housing policy and program design, with a special emphasis on fostering racial equity, achieving impactful results, and ensuring sustainability.

In this pivotal role, you will be charged with devising innovative strategies and business models to deliver our technical assistance services, which include both grant-supported and fee-based offerings. Your responsibilities will encompass the creation and management of the program's annual operational plan and budget. We are looking for a leader with a strong background in strategic planning, business development, and team management, who is adept at overseeing projects and nurturing client relationships. Your contribution will also be crucial in deepening our commitment to racial equity.

At the outset, you will lead a dedicated team of three full-time employees, with the expectation of leading rapid and substantial team growth. Given that our Technical Assistance team operates entirely remotely and boasts a culturally diverse makeup, your success in this role will depend on your ability to master cross-cultural collaboration within a virtual setting.

## Key Responsibilities

As the Director of Technical Assistance, you will spearhead our efforts to expand and innovate within the affordable housing sector, aligning your department's strategy with the broader organizational goals for transformative impact. In this vital role, you will not only guide our Technical Assistance program but also nurture and develop our team's capabilities. Key responsibilities include:

### Opportunity and Business Development/Management (65%)

- Develop departmental strategy in alignment with organizational strategy to grow and transform the sector.
- Develop, implement, and track the department's annual work plan and budget aligned with departmental strategy.
- Oversee complex signature initiatives, managing multiple funders, partners, and clients.



- Drive the sustainable growth of the Technical Assistance (TA) function at Grounded Solutions Network by potentially adding more remote team members or establishing in-person regional teams as part of our evolving Regional TA Hub strategy.
- Ensure that Grounded Solutions racial equity and inclusion (REI) and other strategic priorities are at the forefront of the TA approach and outcomes.
- Handle the business aspects of TA, which encompasses: identifying opportunities, drafting proposals in collaboration with consultants or staff experts, managing contracts, overseeing the quality of deliverables, and ensuring effective reporting. This also involves monitoring project timelines and expenses to ensure they align with the allocated budget.

### Team Leadership and People Management (35%)

- Directly manage and mentor Grounded Solutions staff, fostering an environment of growth and development.
- Proactively identify, recruit, and support new Technical Assistance (TA) providers, including both in-house staff and external consultants. Your focus will be on expanding our capacity to deliver expert policy and programmatic TA to our public and nonprofit clients.
- Facilitate collaboration across different teams within Grounded Solutions Network, ensuring that insights and lessons learned from TA engagements are effectively shared organization-wide, and similarly, that knowledge from other areas informs TA practices.
- Establish and maintain feedback mechanisms with your team, creating a culture of continuous reflection, learning, and evolution within the organization.
- Oversee relationships with grants, funders, and partners as delegated, ensuring strong, productive connections that support our mission and work.

### Qualifications

- 8+ years of experience in roles that included providing technical assistance to municipal governments and/or community-based organizations, incorporating meaningful community engagement and participation.
- 2+ years of experience leading, supporting, and growing a team of people who may have different skillsets and areas of expertise than your own.
- Ability to grow lines of business in ways that advance the organization's mission, commitment to racial equity, and sustainability.
- Track record of incorporating racial equity and centering the experiences and voices of people of color in technical assistance engagements and team management.
- Ability to work successfully in self-directed, virtual environments, including managing evolving projects and timelines and sensitive client relationships under general direction.

- Comfort in engaging with and learning new technology as part of a remote work environment.

## Travel Required

Approximately 5–8 trips per year of out-of-state travel as needed to attend staff meetings, conferences and provide technical assistance to clients.

## Location

Flexible location. Grounded Solutions Network has an office in Washington, DC, with additional staff working from home throughout the contiguous 48 states. Candidates must have direct local access to a major airport. All staff are expected to demonstrate the ability to work remotely while maintaining high levels of efficiency and productivity and communicating effectively with their direct supervisor and colleagues.

## Starting Salary Range

\$100,000 to \$140,000 annually, commensurate with experience.

Join our team and build your career with us! We offer:

- Supportive, stimulating, and collaborative environment with passionate colleagues dedicated to building community and equity.
- Opportunities for professional growth and development.
- Competitive, comprehensive benefits package including health, dental, matching 401k and paid time off.

This position description is based upon material provided by Grounded Solutions Network, an equal opportunity employer.

To apply for this position, please click [HERE](#).

---

Omar Lopez, Senior Talent Consultant

[olopez@drgtalent.com](mailto:olopez@drgtalent.com)

Dave Yi, Associate

[dyi@drgtalent.com](mailto:dyi@drgtalent.com)

