HOUSE NASHVILLE

EXECUTIVE SEARCH

OPPORTUNITY PACKET

Founding Executive Director

Nashville, Tennessee



Position at a Glance

POSITION	Founding Executive Director
ORGANIZATION	House Nashville
LOCATION	Nashville, Tennessee
STRUCTURE	Fiscally sponsored by the Community Foundation of Middle Tennessee
WORKS CLOSELY WITH	House Nashville Advisory Board
SEARCH FIRM	Nonprofit Leadership LLC

About House Nashville

Housing is one of the defining issues shaping Nashville's future. Whether families can afford to call Nashville home affects nearly every outcome our community cares about, from education and health to economic mobility, workforce development, neighborhood stability, and long-term economic competitiveness. It also determines whether people across the income spectrum can continue to call Nashville home.

Nashville's Unified Housing Strategy provides a ten-year roadmap for addressing this challenge, including the production of approximately 90,000 additional homes over the next decade. It also identified a critical gap: Nashville lacks a dedicated organization to align the public, private, philanthropic, and community partners needed to turn that strategy into sustained action. House Nashville will fill that gap.

Co-launched by the Community Foundation of Middle Tennessee and the Nashville Area Chamber of Commerce, House Nashville will serve as Nashville's cross-sector housing backbone, uniting government, business, philanthropy, financial institutions, developers, nonprofits, employers, and community leaders around a shared housing agenda.

House Nashville will not build homes or duplicate the work of existing organizations. It will partner to support the leadership, expertise, and initiatives already established across Nashville's housing community, connecting complementary efforts and addressing gaps that no single organization can fill. Its role is to help the entire housing ecosystem work more effectively by aligning strategy and resources, removing barriers, mobilizing capital, building public support, and establishing accountability for results. This approach draws on the collaborative model of HouseATL, which brings together diverse housing stakeholders around shared priorities and collective action.



Cedar Place & Amalie Meadows, Madison

The Opportunity

House Nashville seeks a founding Executive Director to build and lead this new organization and translate Nashville's housing strategy into measurable progress. The Executive Director will combine experience in housing finance and capital mobilization with the ability to align institutions and move a complex coalition from shared intent to coordinated action.

This role is not for one person to be the expert in every dimension of housing. It is a role for a builder: someone who understands the economics of affordable housing and, just as importantly, people, institutions, partnerships, and how community change happens. The successful candidate will attract capital, recruit partners, establish priorities, build trust around shared goals, and create the conditions for government, business, philanthropy, financial institutions, developers, nonprofits, and community leaders to deliver together.

How Time Is Allocated

The Executive Director's time will shift as House Nashville matures. In the first year, the role is weighted toward mobilizing capital and building the coalition and organization from the ground up. The allocation below reflects the expected balance.

35%	**Mobilize Capital**	Build the funding and investment engine for Nashville's housing priorities.
30%	**Align Partners Around Measurable Results**	Convene the coalition and turn the Unified Housing Strategy into coordinated action.
10%	**Build Public Understanding**	Serve as a credible public voice for Nashville's shared housing goals.
25%	**Build the Organization**	Establish a lean, effective, and sustainable new organization.

TOTAL ALLOCATION 100%

Key Responsibilities

Mobilize Capital 35%

- Build and lead a Nashville Housing Capital Collaborative that brings together philanthropy, banks, CDFIs, impact investors, public agencies, and other institutional capital providers.
- Develop and pursue a pipeline of local, state, and national funding and investment opportunities, including grants, public funding, guarantees, PRIs, MRIs, and other forms of impact capital.
- Cultivate relationships with national housing funders, financial institutions, intermediaries, and investors, positioning Nashville to compete for resources that may not otherwise flow to the region.
- Understand housing capital structures well enough to identify financing gaps, strengthen capital stacks, and connect promising strategies and projects to the right partners and resources.
- Work with the Nashville Catalyst Fund, CDFIs, lenders, and other existing vehicles to strengthen, not duplicate, Nashville's housing finance infrastructure and identify where new capital products or pools are needed.

Align Partners Around Measurable Results 30%

- Serve as House Nashville's lead convener and champion, building trusted relationships across sectors and aligning partners around a focused set of shared housing priorities.
- Translate the Unified Housing Strategy into clear priorities, work plans, responsibilities, milestones, and measurable outcomes, with a strong bias toward execution.
- Bring the right leaders together to remove systemic barriers, coordinate policy and funding strategies, and accelerate housing production, preservation, and affordability.
- Build an inclusive coalition that combines professional expertise with meaningful participation from neighborhoods and people most affected by Nashville's housing challenges.
- Partner with Metro and others to establish shared data and public-facing measures of progress.

Key Responsibilities

Build Public Understanding 10%

- Serve as a credible and compelling public voice for House Nashville and Nashville's shared housing goals.
- Build public understanding and support for the policies, investments, and partnerships required to expand housing opportunity.
- Communicate regularly what is working, where Nashville is falling behind, and where greater action is needed.

Build the Organization 25%

- Recruit, lead, and develop a strong team, complemented by external partners and subject-matter experts across policy, communications, data, finance, and community engagement.
- Establish House Nashville's culture, operating model, priorities, budget, and organizational infrastructure.
- Build a diversified and sustainable funding base for House Nashville's operations, including local and national philanthropic and corporate support.
- Work effectively within the Community Foundation of Middle Tennessee's fiscal sponsorship structure while establishing House Nashville's distinct identity, credibility, and voice.
- Partner closely with the House Nashville Advisory Board, leveraging members' expertise, influence, networks, and resources.



942 Jefferson Street, Nashville

What Success Looks Like in Year One

By the end of the first year, the Executive Director will have laid the foundation for House Nashville's long-term impact. Success will include:

Capital

- The Nashville Housing Capital Collaborative is launched, with committed founding members from philanthropy, banking, CDFIs, impact investors, and public agencies, meeting on a regular schedule.
- A clear map of Nashville's housing capital landscape is complete, showing what resources exist, where gaps remain, and where capital can be combined for greater impact.
- An active pipeline of local, state, and national funding and investment opportunities is in place, with initial new commitments secured for Nashville housing.

Coalition and Results

- Partners have agreed on a focused set of priority actions drawn from the Unified Housing Strategy, each with a work plan, lead partners, and milestones.
- Shared measures of progress have been established with Metro and other partners, and House Nashville has released its first public update on Nashville's housing progress.
- Neighborhood and community leaders are engaged as partners, not only as audiences.
- Leaders across government, business, philanthropy, and the housing community see House Nashville as a credible, trusted convener that helps produce results.

Organization

- The founding team is hired and the operating model, annual budget, and organizational infrastructure are in place.
- A diversified, multi-year operating funding base is secured or well underway.
- House Nashville has a distinct identity and voice, and works smoothly within the Community Foundation's fiscal sponsorship structure.
- The Advisory Board is actively engaged, with members contributing expertise, relationships, and resources.

Join House Nashville

Salary

Annual salary is $180,000–$195,000, based on experience.

Benefits

- Medical, dental, and vision insurance. The employer pays 100% of individual employee coverage and subsidizes dependent coverage.
- Disability and life insurance. The employer pays 100% of individual employee coverage.
- Paid family leave, fully funded by the employer.
- 11 paid federal holidays and 15 days of paid time off accrued annually.
- 403(b) retirement plan with employer contributions after one year of service.

How to Apply

Nonprofit Leadership LLC has been retained to lead this search on behalf of House Nashville.

APPLICATION DEADLINE

November 24, 2026

APPLY ONLINE

nonprofit-leadership.com/hned

Please submit a resume and cover letter through the application website. In your cover letter, please share about your impact in affordable housing: the results you have helped achieve, the capital or partnerships you mobilized, and what you learned along the way.

Applications will be reviewed on a rolling basis. All inquiries will be held in confidence.

Equal Opportunity Employer

House Nashville is an equal opportunity employer. We welcome applicants of all backgrounds and do not discriminate on the basis of race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other status protected by applicable law.



Greentree Terrace

Glenrose Avenue, Nashville

ILLUSTRATION AND PHOTO CREDITS

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Pages 2 and 5 · Cedar Place & Amalie Meadows and 942 Jefferson Street, Nashville Catalyst Fund. Page 7 · Greentree Terrace, Urban Housing Solutions.