If you are interested in this exceptional opportunity, please submit a detailed resume immediately to:

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Should you have any questions in consideration of your own interest, or a referral of a colleague, please contact us at the number above.
Plymouth Housing: building hope & transforming lives since 1980

Plymouth Housing’s mission is to eliminate homelessness and address its causes by preserving, developing, and operating safe, quality, supportive housing and by providing adults experiencing homelessness with opportunities to stabilize and improve their lives.

In 1980, members of downtown Seattle’s Plymouth Congregational Church were deeply concerned when they realized people were sleeping on their church doorstep. Rev. David Colwell challenged his congregation to come up with a solution, proclaiming “one homeless person is one too many.”

Church members responded with the foundation of Plymouth Housing, a non-profit, independent organization to develop and operate housing for those facing homelessness.

1990s
During Plymouth’s second decade, we deepened our commitment to our residents and implemented a strategy for a long and productive future. We added supportive services to our housing to help residents achieve stability in housing and adopted the first strategic plan and began advocating for public policy changes to benefit homeless Seattle’s residents.

2000s
In our third decade, Plymouth completed a $22 million Sustaining Hope Capital Campaign that resulted in the renovation of two existing Plymouth properties, the Lewiston and Pacific Apartments, as well as the construction of the Pat Williams Apartment. We launched the Key to Hope Luncheon and demonstrated that housing the homeless is both compassionate and cost-effective.

The Present
Today, we are one of the largest providers of low-income housing in downtown Seattle with over 1200 residents and 17 retail tenants in 15 building. Our comprehensive approach to supporting those who face homelessness with both housing and supportive services has earned the organization local and national recognition. We continue to grow with 5 more buildings slated for opening by 2023. We have also completed a $60 million Proof Capital Campaign.

Expertise
Plymouth Housing primarily serves individuals who have experienced chronic, long-term homelessness. Their residents may have failed in housing in the past, or cannot access decent, affordable housing due to poverty, disabilities, or a previous criminal record.

Vision
Housing is the first step in helping those who have experienced homelessness transform their lives. Plymouth’s comprehensive approach provides hope. Plymouth’s vision is one where every person has a home and a better quality of life.

Values
More than a decade ago, a diverse group of long-time staff members joined together to outline the values that inform their work. At Plymouth:

- We create a safe and inclusive community
- We demonstrate trust.
- We advocate for equity in housing.
- We serve with empathy and compassion.
- We help each other thrive.
Position Summary

The Chief Executive Officer is primarily responsible to provide overall strategic leadership and vision to Plymouth Housing. The CEO oversees an annual budget of $48m and assets of $355m. Building on a record of outstanding program, operational, development, advocacy, and fiscal management, the CEO ensures that the organization is managed responsibly and meets the needs of its residents. Working with the Board of Directors and Leadership Team, the CEO develops a strategic plan that promotes and fosters a nurturing, high performing, collaborative, and culturally proficient organization with an emphasis on long term goals and growth. Acting as the organization’s leading advocate, the CEO engages with community leaders, partners, public officials, and funders to advance Plymouth’s mission and goals.

The Opportunity

The next CEO will join Plymouth Housing at an exciting time of significant growth and transformation. With four more buildings in development, all of which will open by 2023, the next CEO will have an opportunity to make an immediate impact in our community.

Key Responsibilities

Strategic Planning and Leadership
- Responsible for strategy formulation and management, including developing Plymouth’s mission, vision and values, leading strategic initiatives, and future goals.
- Oversees Plymouth’s overall strategic direction by developing short-term and long-term objectives.
- Ensures Plymouth’s activities are aligned to Strategic Goals, Mission, and Values.
- Ensures goals of inclusiveness and diversity among staff are met.
- Acts as a professional advisor to the Board of Directors on all aspects of Plymouth’s activities.
- Communicate effectively with the Board of Directors by providing member with all information necessary to make informed decisions in a timely manner.

External Relations and Community Engagement
- Effectively communicate Plymouth’s vision, mission and values to multiple audiences and stakeholders, including the civic, political, and business communities.
- Effectively represent Plymouth and promote a positive organizational image to ensure adequate community representation.
- Effectively build relationships with other Supportive Housing and Behavioral Health organizations to address the issues that cause or contribute to housing instability.
- Develop and maintain local, regional, and state government relations aimed at obtaining the funding needed for Plymouth’s mission.

Budgeting and Forecasting
- Provide expert financial guidance and advice to others within Plymouth’s executive leadership team.
- Works collaboratively with the Chief Financial Officer, Chief Operations Officer, and the Executive Leadership Team to develop an accurate analysis of Plymouth’s budgets, financial trends, and operational procedures.
- Works collaboratively with Chief Financial Officer to manage Plymouth’s spending, monitor budget compliance, and mitigate financial risks.

Fundraising
- Drive key results in fundraising in collaboration with the Chief Development Officer by identifying, cultivating, and soliciting prospective donors.
- Oversee and report on Plymouth’s results to Board of Directors.
- Leverage personal and professional contacts and relationships into fundraising opportunities.
- Ensures donor relationships are robust enough to meet or exceed strategic goals and objectives.
Real Estate Development
• Work closely with the Chief Real Estate Officer.
• Identify additional locations for supportive housing development.
• Identify sources of and obtain capital funding for additional housing.
• Oversee, conception, design, and construction of such projects.

Education and Qualifications
• Bachelor’s Degree: Management, and/or Business, preferred.
• Ten or more years of non-profit or private sector management experience.
• Five or more years management or supervisory experience.

Competencies

Lead
• Positively influence others to achieve results that are in the best interest of the organization.

Politically Savvy
• Understands internal and external politics and their impacts on the organization. Aligns resources and maneuvers politics to solve problems or reach goals.

Think Strategically
• Assesses options and actions based on trends and conditions in the environment and the vision and values of the organization.

Build Relationships
• Establish and maintain positive working relationships with others, both internally and externally to achieve the goals of the organization.

Adaptability
• Demonstrate a willingness to be flexible, versatile and/or tolerant in a changing work environment while maintaining effectiveness and efficiency.

Behave Ethically
• Understand ethical behavior and business practices and ensure that our behavior and the behavior of others is consistent with these standards and aligns with the values of the organization.

Value Diversity, Equity and Inclusion
• Committed to advancing diversity, equity and inclusion in a multi-cultural organization.

Create and Innovate
• Develop new and unique ways to improve operations of the organization and to create new opportunities.

Focus on Client Needs
• Anticipate, understand, and respond to the needs of internal and external clients to meet or exceed their expectations within the organizational parameters.

Foster Teamwork
• Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.

Communicate Effectively
• Speak, listen, and write in a clear, thorough, and timely manner using appropriate and effective communication tools and techniques.

Make Decisions
• Assess situations to determine the importance, urgency and risks and make clear decisions which are timely and in the best interests of the organization.
Plan
- Determine strategies to move the organization forward, set goals, create, and implement action plans and evaluate the process and results.

Solve Problems
- Assess problem situations to identify causes, gather and process relevant information, generate possible solutions and make recommendations and/or resolve the problem.

Seattle

Seattle is a seaport city on the west coast and is the seat of King County. Seattle is the largest city in both the state of Washington and the Pacific Northwest region of North America. According to U.S. Census data released in 2019, the Seattle metropolitan area’s population stands at 3.98 million, making it the 15th-largest in the United States.

Seattle is situated on an isthmus between Puget Sound (an inlet of the Pacific Ocean) and Lake Washington. It is the northernmost large city in the United States, located about 100 miles south of the Canadian border.

Seattle enjoys a lively blend of cultural activities that draws on the city’s ethnic diversity, its tradition of municipal support for the arts, and its status as a regional and national educational and economic centre. A distinctive component of Seattle’s daily life and popular culture is its relationship with coffee and coffeehouses. Seattle has the highest per capita coffee consumption in the United States, and Seattleites’ love of specialty coffee has enabled hundreds of independent shops to thrive in the city that also produced the retail chains Starbucks and Tully’s. It has been theorized that the city’s cloudy, drizzly climate gave the perfect impetus for coffee’s unusual degree of popularity; caffeinated drinks consumed in cozy shops and restaurants provide great balm as well as shelter from the dampness.

Performing Arts
Seattle has been a regional center for the performing arts for many years. The century-old Seattle Symphony Orchestra has won many awards and performs primarily at Benaroya Hall. The Seattle Opera and Pacific Northwest Ballet, which perform at McCaw Hall, are comparably distinguished, with the Opera being particularly known for its performances of the works of Richard Wagner and the PNB School ranking as one of the top three ballet training institutions in the United States. The Seattle Youth Symphony Orchestras (SYSO) is the largest symphonic youth organization in the United States. The city also boasts lauded summer and winter chamber music festivals organized by the Seattle Chamber Music Society.

The 5th Avenue Theatre, built in 1926, stages Broadway-style musical shows featuring both local talent and international stars. Seattle has "around 100" theatrical production companies and over two
dozen live theatre venues, many of them associated with fringe theatre; Seattle is probably second only to New York for number of equity theaters. In addition, the 900-seat Romanesque Revival Town Hall on First Hill hosts numerous cultural events, especially lectures and recitals.

Culture and Diversity
With diverse denizens and globally inspired neighborhoods, Seattle’s multicultural draws are educational, thought provoking, and moving.

For a better understanding of the city’s first peoples, visit the Burke on the University of Washington campus. The Pacific Voices exhibit features woven baskets, carved totems, and other art from 17 tribes and communities. Explore more Native art in the permanent galleries at Seattle Art Museum.

Throughout the city, cultural museums provide a glimpse into Seattle’s immigrant roots. In the Chinatown–International District, visitors can explore Wing Luke Museum, which features exhibits about the Asian American community, legendary local Bruce Lee, and even how the Japanese internment affected residents. Columbia City’s Northwest African American showcases work from black artists that focus on emotionally resonant cultural issues, while Ballard’s Nordic Museum tells the story of how immigrants from Norway, Sweden, Finland, Iceland, and Denmark made new lives in the United States and eventually created the thriving neighborhood seen today.

Another way to explore Seattle’s various cultures is at the variety of annual events that populate the calendar. Seattle Center plays host to 24 cultural festivals every year—from Arab Festival to Pagdiriwang Philippine Festival—as part of its Festál series. And throughout the year, the city rolls out the red carpet for multicultural cinematic extravaganzas, spanning the Nordic Lights Film Festival and Seattle Asian American Film Festival in winter to Seattle Jewish Film Festival and Langston Hughes African American Film Festival in spring.

Tourism
Among Seattle’s prominent annual fairs and festivals are the 24-day Seattle International Film Festival, Northwest Folklife over the Memorial Day weekend, numerous Seafair events throughout July and August (ranging from a Bon Odori celebration to the Seafair Cup hydroplane races), the Bite of Seattle, one of the largest Gay Pride festivals in the United States, and the art and music festival Bumbershoot, which programs music as well as other art and entertainment over the Labor Day weekend.

There are other annual events, ranging from the Seattle Antiquarian Book Fair & Book Arts Show; an anime convention, Sakura-Con; Penny Arcade Expo, a gaming convention; a two-day, 9,000-rider Seattle to Portland Bicycle Classic; and specialized film festivals, such as the Maelstrom International Fantastic Film Festival, Children’s Film Festival Seattle, Translation: the Seattle Transgender Film Festival, the Seattle Gay and Lesbian Film Festival, Seattle Latino Film Festival, and the Seattle Polish Film Festival.

The Henry Art Gallery opened in 1927, the first public art museum in Washington. The Seattle Art Museum (SAM) opened in 1933 and moved to their current downtown location in 1991 (expanded and reopened in 2007); since 1991, the 1933 building has been SAM’s Seattle Asian Art Museum (SAAM). SAM also operates the Olympic Sculpture Park (opened in 2007) on the waterfront north of the downtown piers. The Frye Art Museum is a free museum on First Hill.

Regional history collections are at the Log House Museum in Alki, Klondike Gold Rush National Historical Park, the Museum of History and Industry, Industry collections are at the Center for Wooden Boats and the adjacent Northwest Seaport, the Seattle Metropolitan Police Museum, and the Museum of Flight.
The Seattle Great Wheel, one of the largest Ferris wheels in the US, opened in June 2012 as a new, permanent attraction on the city's waterfront, at Pier 57, next to Downtown Seattle. The city also has many community centers for recreation, including Rainier Beach, Van Asselt, Rainier, and Jefferson south of the Ship Canal and Green Lake, Laurelhurst, Loyal Heights north of the Canal, and Meadowbrook.

Woodland Park Zoo opened as a private menagerie in 1889 but was sold to the city in 1899. The Seattle Aquarium has been open on the downtown waterfront since 1977 (undergoing a renovation in 2006). The Seattle Underground Tour is an exhibit of places that existed before the Great Fire.

**Professional Sports**

Seattle has three major men's professional sports teams: the National Football League (NFL)'s Seattle Seahawks, Major League Baseball (MLB)'s Seattle Mariners, and Major League Soccer (MLS)'s Seattle Sounders FC, with the National Hockey League (NHL)'s Seattle Kraken beginning play in 2021. Other professional sports teams include the Women's National Basketball Association (WNBA)'s Seattle Storm, who won the WNBA championship on three occasions in 2004 and 2010, and 2018; and the Seattle Reign of the National Women's Soccer League.

**Parks and Recreation**

Seattle's mild, temperate, marine climate allows year-round outdoor recreation, including walking, cycling, hiking, skiing, snowboarding, kayaking, rock climbing, motor boating, sailing, team sports, and swimming. In town, many people walk around Green Lake, through the forests and along the bluffs and beaches of 535-acre Discovery Park (the largest park in the city) in Magnolia, along the shores of Myrtle Edwards Park on the Downtown waterfront, along the shoreline of Lake Washington at Seward Park, along Alki Beach in West Seattle, or along the Burke-Gilman Trail.

Gas Works Park features the preserved superstructure of a coal gasification plant closed in 1956. Located across Lake Union from downtown, the park provides panoramic views of the Seattle skyline.

Also popular are hikes and skiing in the nearby Cascade or Olympic Mountains and kayaking and sailing in the waters of Puget Sound, the Strait of Juan de Fuca, and the Strait of Georgia. In 2005, Men's Fitness magazine named Seattle the fittest city in the United States.

**Education**

Seattle Public Schools, the largest K-12 school system in Washington state, has a deep commitment to every student's journey — to ensure that each student will graduate ready for college, career, and life.

Seattle is home to the University of Washington, as well as the institution's professional and continuing education unit, the University of Washington Educational Outreach. In 2021, U.S. News & World Report ranked the University of Washington at #8 as Best Global Universities. The UW receives more federal research and development funding than any public institution. Seattle also has a number of smaller private universities including Seattle University and Seattle Pacific University, the former a Jesuit Catholic institution, the latter a Free Methodist institution. Universities aimed at the working adult are the City University and Antioch University. The Seattle Colleges District system comprises three colleges - North, Central, and South. Seminaries include Western Seminary and a number of arts colleges, such as Cornish College of the Arts and Pratt Fine Arts Center.

*Information from Wikipedia and Visit Seattle and Britannica.com*