



Madison Park Development Corporation
CEO
Roxbury, MA



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About Madison Park Development Corporation (MPDC)

Located in Roxbury, Massachusetts, Madison Park Development Corporation (MPDC) is a leading community development corporation with a rich history spanning several decades, during which it has established itself as a pioneering force in the realm of affordable housing, community engagement, and economic development. Their mission today remains true to their history – to foster a vibrant, healthy Roxbury neighborhood that supports the well-being and advancement of the community. They do this by developing and preserving quality, mixed-income housing in the neighborhood and promoting the renaissance of Nubian Square as a thriving neighborhood business district, recognized as a center of commerce and culture that anchors the economic revitalization of Roxbury.



The organization houses 2,797 residents in 1,249 low- and moderate-income rental homes across 14 developments in Roxbury, South End and Mattapan. Their current development plans include affordable and mixed-income rental housing and homeownership, commercial and retail space that contributes to the character and vitality of the neighborhood. They are housed at Hibernian Hall, a 4-story commercial building with offices and 2-story former ballroom that houses arts & cultural programming. MPDC's annual operating budget is \$14 million and the organization is in a strong financial position with a \$30 million endowment and \$6 million in annual distributions from its portfolio.

MPDC also takes a multi-dimensional approach to community development by offering impact programming for [youth development](#), [health and community wellness](#), [resident leadership](#), [civic engagement](#) and [arts & culture](#). Founded on the principles of social justice and equality, MPDC has consistently demonstrated its commitment to the well-being and prosperity of the communities it serves, fostering a culture of inclusivity, diversity, and social responsibility.

As a values-driven organization, MPDC is guided by a set of core principles that reflect its commitment to social justice, equality, and community empowerment. These values include a passion for community development, a dedication to diversity and inclusivity, a commitment to excellence and quality in all aspects of its work, and a willingness to innovate and take calculated risks in pursuit of its mission. By living these values every day, MPDC's diverse staff and leadership strive to create a positive, supportive work environment that fosters collaboration, creativity, and mutual respect.

MPDC's strategic plan is focused on several key objectives, including:

- the development of new affordable housing units
- the expansion of its community-based programs and services
- the cultivation of strategic partnerships with local stakeholders and funding agencies

Learn more about the Madison Park Development Corporation at <https://www.madison-park.org/>.



The Opportunity

Madison Park Development Corporation (MPDC) is seeking a strategic, seasoned and community-focused professional to provide inspirational leadership to the dynamic organization during its next phase of growth. Reporting to the Board of Directors, the CEO will provide strategic leadership, oversee daily operations, and build partnerships and cultivate relationships to ensure the sustainability and success of the organization. This individual will be responsible for managing a high-performing team, overseeing real estate development and community programming efforts, and ensuring that

the budget and priorities are aligned with MPDC's core mission and values. They will be expected to cultivate a strong and transparent working relationship with the Board of Directors, ensuring open communication about the measurement of financial, programmatic, and impact performances against milestones and goals.

The ideal candidate will be a proven and respected leader with the skills to maintain excellence in the content and delivery of MPDC's existing programs and the creativity and entrepreneurialism to continually innovate to drive growth. This is an exceptional opportunity for a visionary leader, with a deep commitment to improving communities, to continue to grow and expand MPDC's impact in the future.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills and characteristics:

Passion for the Mission

With a deep belief in the power of community-led development and capital to transform neighborhoods and lives, the CEO will embrace MPDC's history of community driven work. This person will model and strengthen MPDC's collaborative, inclusive, and mission-driven culture, and be a builder of opportunity for everyone involved in the work of the organization and the people it serves. They will be an inspiring and genuine leader, with the ability to earn the respect of a variety of stakeholders including residents, staff, community partners, financial institutions, philanthropies, and other investors. This leader will demonstrate humility, exceptional listening skills and be a person of high integrity and character.



Strategic and Visionary Leader

The CEO will be a strategic thinker with a demonstrated ability to work with a Board of Directors and a team to establish a vision and execute on it in a rapidly changing landscape. Experienced in collaborative strategic planning efforts, they will be excited to explore opportunities for increased impact and demonstrate a track record of thinking creatively to grow organizations. The CEO will cultivate a strong and transparent working relationship with the Board to ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals. The ideal candidate is a genuine partner to critical stakeholders, communicating effectively and inspiring confidence and collaboration with community partners, investors and public sector leaders in Massachusetts. Understanding that MPDC is a broad-based organization that impacts the community in a variety of ways, the CEO will be seen as a leader in all areas of impact including rental housing, homeownership, arts and culture, workforce development, community health, and civic engagement, among others.

Real Estate Development Expertise

The CEO will possess significant affordable housing experience and financial acumen and an understanding of the funding programs and structures available to support real estate development in underserved communities. This individual will have a strong business orientation with the ability to sustain and grow MPDC's status as a critical player in affordable housing in the state. They will demonstrate the ability to identify and shepherd a pipeline of development projects all while balancing financial performance with positive community outcomes.

Policy and Advocacy Skills

The role requires a sophisticated understanding of the local, state and federal policy and political dynamics that impact the housing and community development sector, and strong competency in building and maintaining trusting relationships with leaders in the public sector, the private sector and other nonprofit organizations that are critical to MPDC's success. The ideal candidate will play a range of different roles in the policy arena including a strategic partner, a trusted advisor, an implementation partner, an advocate for favorable policies and approaches, and a subject matter expert.

Team Leadership and Operational Excellence

The CEO will have a track record of building and leading strong workplace teams that honor and empower diverse voices while ensuring exceptional results and fiscal responsibility. By setting clear objectives, motivating the team, and providing regular feedback and coaching, the CEO fosters both accountability and professional growth. The CEO will oversee the financial status of the organization by developing both long- and short-range financial plans, closely monitoring budget versus actual data to ensure strong financial controls and setting financial priorities that align with programmatic and staff needs.



In addition, strong candidates will offer:

- A strong entrepreneurial spirit and an ability to identify developing community needs, create responsive and innovative programming, and secure funding.
- Passionate commitment to the mission and dedication to community-based development and engagement.
- Experience in affordable housing and multi-family real estate development.
- Extensive knowledge of programs at city, state and federal level utilized to support community development and affordable housing.

- Public policy experience and advocacy skills.
- Capability and experience efficiently managing competing demands while leading in a way which embodies respect, teamwork and collaboration.
- Proven experience managing an organizational budget of at least \$5 million, understanding of non-profit financial statements, legal and tax requirements applying to nonprofits, and well developed quantitative and financial analysis skills.
- Track record of identifying and securing private and public funding through fundraising and government relations.
- Proven ability to successfully manage strategic relationships with an array of partners.
- A key resource and strategic partner to the staff and Board of Directors that recognizes that success requires a strong team orientation.
- Skilled at communication and interaction across cultures.
- Equal parts humor, patience, and tenacity along with an abundance of common sense and good judgment and calmness alongside the ability to, if necessary, respond to emergencies quickly and clearly.
- Ability and eagerness to be a dynamic and compelling ambassador to a wide array of audiences.
- Exceptional oral, written, listening and interpersonal communications skills.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$230,000 - \$250,000 with a generous benefits package. The exact salary that will be offered to the CEO will be determined based on consideration of the candidate's skills and experience and alignment with MPDC's compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy, Maureen Alphonse-Charles, and Shannon O'Neill. Express interest in this role by [filling out our Talent Profile](#). All inquiries and discussions are strictly confidential.

Madison Park Development Corporation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have

decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

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