



Homeless Persons Representation Project
Executive Director
Baltimore, MD

ABOUT HPRP:

The Homeless Persons Representation Project (HPRP) works to end homelessness in Maryland by providing free legal services, including advice, counsel, education, representation, and advocacy, to people who are experiencing homelessness or at risk of homelessness. HPRP's staff and volunteers pursue this mission by offering legal services in shelters, soup kitchens, welfare offices, community centers, and on the street. HPRP's direct representation informs broader-based systemic advocacy and impact litigation to address the root causes of homelessness.

With a budget of \$1.4M and offices in Baltimore City and Montgomery County, HPRP's legal team of twelve attorneys and four paralegals are relentless advocates for people experiencing homelessness and offer an unparalleled depth of knowledge, experience, and compassion in the fight for housing and economic justice. HPRP also operates a robust pro bono program with hundreds of pro bono attorneys, paralegals, and law students. Each year, HPRP handles nearly 1,000 legal matters targeting the primary solutions to homelessness – housing and income – and provides high quality legal representation in the areas of subsidized housing, public benefits, veterans' benefits, and criminal record expungement.

Since its founding in 1987, HPRP has pursued impact litigation to achieve significant victories and settlements for its clients, including cases to remedy delays in government processing of subsistence benefits, and long-standing housing discrimination and residential segregation. It has also led or co-led landmark state and local policy initiatives such as the HOME Act, the Ending Youth Homelessness Act, and legislation to reform Maryland's expungement and public benefit programs. Driven by the belief in the power of people to determine their own solutions to systemic issues affecting their lives, HPRP actively engages persons with lived experience in advocacy efforts to improve tenant rights, end housing discrimination, end youth homelessness, and decriminalize homelessness.

Learn more at www.hprplaw.org.

POSITION SUMMARY:

HPRP seeks a passionate, visionary, and strategic leader to serve as the next Executive Director, to carry on the legacy of more than 30 years of zealous and committed legal services and advocacy. Reporting to the Board of Directors and working in close partnership with a highly dedicated team, the Executive Director will lead HPRP's strategic direction, ensure its long-term financial sustainability, and develop new and existing partnerships. In addition, the Executive Director will have an unwavering commitment to advancing racial and gender equity, ensuring these principles are reflected in the organization's strategy, lived values, and culture.

The ideal candidate will bring demonstrated executive and leadership abilities, a deep passion for ending homelessness and housing and economic justice, the ability to serve as an advocate on issues related to HPRP's constituents, and the demonstrated ability to raise funds and generate support for HPRP's work. Additionally, they will be a committed team leader and a proven developer of strategic partnerships who is comfortable speaking with diverse stakeholders, including people experiencing homelessness, community leaders, funders, elected officials, media, and other partners.

KEY RESPONSIBILITIES:

Strategic Vision and Leadership:

- Set the vision for HPRP's next chapter, working in close collaboration with the Board of Directors and staff to design and implement the organization's next strategic plan, ensuring alignment with the organization's mission
- Ensure the continued innovation, delivery, and evaluation of HPRP's services consistent with its mission, values, and budgetary considerations
- Lead HPRP's local and state legislative and policy advocacy agenda and maintain active engagement of current issues related to homelessness and housing justice to advance the organization's mission

Organizational Development:

- Ensure HPRP centers race and gender equity and its commitment to intersectional antiracism, including support of the TLGBQIA+ community, in all of the organizations work internally and externally
- Continue to build strong and equitable systems and policies which support HPRP's culture and align with its organizational values
- Ensure a focus on thoughtful and intentional organizational development with a commitment to growth and development of staff at all levels
- Effectively partner with the Board to ensure the growth and sustainability of HPRP and lead ongoing board development efforts to ensure an active, diverse, and engaged board

Team Leadership:

- Provide inspirational, supportive, and empowering leadership for a diverse, deeply passionate, committed, and high-performing team, investing in the staff's continued leadership development and empowering them to serve as effective advocates
- Champion HPRP's commitment to being an antiracist organization and support staff-led initiatives and committees, such as the race equity and trans equity teams, and training committee
- Support and promote an inclusive, positive, and progressive organizational work environment that applies a race equity lens to all aspects of HPRP's strategy, systems, policies, and organizational decision-making
- Facilitate collaboration across the organization and seek opportunities to strengthen internal communications and cultivate strong, trusting working relationships at the staff and Board levels
- Ensure trauma-informed practices are promoted internally with staff and in all external interactions with clients and community advocates

Fundraising and Financial Management:

- In close collaboration with the Director of Development and Board of Directors, steward existing funder relationships and implement expanded funding strategies that generate new revenue from diverse sources including corporations, foundations, individual donors, and government agencies to build organizational capacity
- Proactively secure creative and innovative funding opportunities to meet specific needs and budgetary constraints
- Lead and sustain a culture of philanthropy among Board and staff to ensure that donors are recognized and appreciated for their support of HPRP
- Lead overall financial management and accountability for HPRP, ensuring that it meets the highest standards in stewarding its financial and other resources
- Set financial priorities and budgets accurately to ensure the organization is operating in a manner that supports the needs of the staff and programs

External Relations and Partnership Development:

- Build and maintain diverse, multi-faceted relationships and strategic partnerships with key stakeholders to expand HPRP's network and impact
- Serve as an inspirational and persuasive advocate and thought leader for the organization and its programs, sharing HPRP's vision, attracting new supporters and partners, and advancing its strategic priorities
- Promote diverse public representation of HPRP, mentoring and developing the capacity of staff and others to serve as effective spokespeople for the organization

REQUIREMENTS:

- Demonstrated passion for and commitment to HPRP's mission and organizational values, including prioritizing the perspectives and voices of individuals with lived experience and the ability to serve as a credible advocate for people experiencing homelessness or impacted by housing insecurity
- Bachelor's degree required; J.D. strongly preferred
- Proven success in a senior leadership role with a demonstrated ability to manage the strategic, financial, team leadership, and operational needs of a dynamic organization
- A strategic thinker with the ability to translate organizational vision to individual goals, establish clear priorities, monitor implementation of goals, and adapt quickly to changes in circumstances
- A committed and collaborative team leader with a record of empowering, mentoring, and developing high-performing teams through growth and change
- A well-developed race equity and inclusion competency and ability to serve as a champion for HPRP's commitment to becoming an antiracist organization
- Ability to authentically communicate with and relate to HPRP's diverse constituencies, including individuals at risk or currently experiencing homelessness, staff, community leaders, volunteers, elected officials, and funders
- Demonstrated aptitude for cultivating and stewarding funding relationships, including experience diversifying funding streams, strongly preferred
- Strong professional ethics, transparency, integrity, and accountability
- Excellent interpersonal, oral, and written communication skills
- High level of emotional intelligence, ability to quickly build trust and credibility with people from diverse backgrounds and lived experiences

- Innovative, action-oriented, entrepreneurial, and flexible leadership approach
- A track record of designing and implementing creative and innovative solutions in dynamic environments
- Unwavering commitment to quality services and data-driven program evaluation
- Understanding of trauma-informed practices and leadership highly valued

TO APPLY:

HPRP has retained the executive search firm LeaderFit to lead the search. Interested candidates should submit a cover letter and resume [here](#). Please submit inquiries and nominations to Shaina Amaya, Vice President, at samaya@leaderfit.org.

HPRP is a proud equal opportunity employer. We celebrate diversity, equality, inclusion and are committed to creating a unique work environment for all employees and partners. HPRP searches for applicants of diverse backgrounds and does not discriminate on the basis of race, ethnicity, color, sexual orientation, gender identity or expression, religion, national origin, ancestry, immigration status, disability, age, or any other characteristic protected by applicable law.