



STRATEGY • LEADERSHIP • SOLUTIONS

**POSITION ANNOUNCEMENT  
CHIEF EXECUTIVE OFFICER  
AEON**

**ORGANIZATIONAL OVERVIEW**

Aeon creates and sustains quality affordable homes that strengthen individuals, families, and communities.

Aeon - founded in 1986 – develops, acquires, owns, and manages multi-family affordable housing. Aeon’s current 5,660 apartment homes in the Twin Cities serve more than 15,000 people annually. Aeon has plans to reach 16,000 homes serving more than 50,000 people in the region by 2031.

Aeon’s annual budgets total more than \$75 million, with revenue from real estate development, rents, government resources, and philanthropic and donor support.

Aeon’s priorities are to: 1) Develop new affordable homes, 2) Preserve existing affordable apartment homes, 3) Connect residents to needed services and resources, and 4) Establish communities that people are proud to call home.

In 2020 alone, Aeon saved 908 apartment homes and began construction on 172 more.

**PRIMARY AREAS OF RESPONSIBILITY**

Reporting to Aeon’s Board of Directors, the Chief Executive Officer (CEO) leads and inspires a team of staff to ensure the effectiveness and sustainability of all programs, projects, and services. The CEO also drives the organization to achieve its mission in partnership with aligned organizations and agencies. The primary responsibilities are:

- **Executive Leadership and Communication:** Drive the development of, and fully implement the short- and long-range plans of Aeon, clearly articulating organizational goals for financial and programmatic stability and growth; motivate and inspire others to support the vision of Aeon. Work with Aeon’s Board of Directors using a policy governance model.
- **Relationship Management:** Represent Aeon in advocacy-related activities with local, state, and federal governmental leaders. Maintain strong and effective relationships with business leaders and advocates who are partners in Aeon’s mission; build and maintain strong relationships with private and public sector leaders, revenue sources, industry leaders, and allied organizations.
- **Financial Planning and Management:** Oversee the planning and implementation of annual fundraising strategies; seek and maintain relationships with funding sources; secure funding from government, investors, lenders, and philanthropic sources; develop funding proposals and evaluation reports; Oversee a \$70 million annual budget and manage over \$600 million in assets. Ensure long-term financial stability; oversee the development and management of budgetary and financial controls and procedures, including annual audits; keep the Board informed of financial, operational, and other critical issues.
- **Operational Planning and Management:** Develop, implement, manage, and promote a wide range of construction and renovation projects; help constituents access assistance and resources to preserve housing security; market, evaluate, and improve Aeon’s programs and projects.

- **Human Resources Planning and Management:** Support, develop, and retain over 200 qualified and mission-driven staff and consultants; ensure the smooth and efficient operation of the organization by selecting and developing effective people; foster a culture of cooperation and mutual respect, focusing on outstanding performance.

## **DESIRED QUALIFICATIONS**

### *Experience*

- Extensive executive or advanced level professional supervisory experience in a nonprofit organization, housing organization, or high finance, with working knowledge of affordable housing.
- Significant experience in real estate development, financing, or property management.
- The ability and commitment to be an engaging ambassador and advocate for Aeon with key business, community, government/elected leaders, and Media organizations and community stakeholders.
- Ability to successfully collaborate with partner organizations such as financial institutions, businesses, contractors, governments, and other nonprofits.
- Demonstrated track record of securing over \$100 million annually through a mix of investment, philanthropy, government, and earned revenue.
- Demonstrated commitment to affordable housing, and the ability to forge meaningful and lasting connections in the communities in which Aeon operates.
- Strong knowledge of contracts and negotiation skills.
- Program planning, development, implementation, management, and evaluation.
- Proven administrative competence in areas such as financial management, budgeting, marketing, technology, planning, and goal setting.
- Tenacious leader with strong managerial skills.
- Confident working in a fast-paced culture that is known for high standards and excellent results.
- Ability to recruit, retain, and develop a diverse and committed staff and consultants in a highly competitive market.

## **COMPENSATION**

The compensation range is \$240K to \$280K and is commensurate with experience and qualifications.

## **TO APPLY**

Aeon is committed to creating a diverse and inclusive workplace. Aeon will accept applications through August 31, 2021. Cincinnatus invites interested candidates to send an electronic letter of introduction and résumé to [brad@cincinnatus.com](mailto:brad@cincinnatus.com), or a hard copy to Employment, Cincinnatus, 2021 East Hennepin Avenue, Suite 325, Minneapolis, MN 55413.