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Executive Director

Administration - Baltimore, Maryland (Hybrid)

Apply for This Job

Department **Administration**

Employment Type **Full-Time**

Minimum Experience **Executive**

Compensation **\$180,000 - \$200,000**

Executive Director

Location: Baltimore, MD

Office-first/hybrid work environment

About St. Ambrose

For over 50 years, St. Ambrose has been a cornerstone of housing and community development in Baltimore, providing innovative housing solutions and advocating for policies that advance housing justice. With programs that include legal services, housing counseling, homesharing, property management, and community development, St. Ambrose is committed to ensuring that every Baltimore resident has access to a safe, stable, and affordable home. St. Ambrose has an annual operating budget of \$9M, a passionate and dedicated staff of 33, and is headquartered in Baltimore, MD.

To learn more about St. Ambrose's impactful work, mission, and values, please visit <https://www.stambros.org>.

Position Summary

St. Ambrose is at a pivotal moment in its history. Building on a strong legacy of impact, the next Executive Director (ED) will lead the organization into its next chapter—strengthening financial sustainability, investing in organizational culture, and deepening relationships with the community.

The ED will be a strategic leader, fundraiser, and advocate, inspiring trust among staff, board, and external partners while ensuring that St. Ambrose continues to address Baltimore's urgent housing needs.

The ED leads a senior management team of five direct reports – Deputy Director, Director of Human Resources, Property Management Director, Manager of Resource Development, and Controller – and oversees all administrative and programmatic functions. The ED will play a key role in strengthening partnerships with local government officials and partner organizations, growing private philanthropic support, and fostering a collaborative, learning-oriented culture with clear opportunities for staff professional development and growth. The ideal candidate will be a mission-driven, strategic, and adaptive leader with a deep commitment to housing justice and Baltimore communities. They will bring strong fundraising and financial management skills, a collaborative and people-centered leadership style, and the ability to navigate change with resilience and vision.

Key Responsibilities

Strategy, Vision, and Leadership

- Lead St. Ambrose's strategic direction, collaborating with the Board and staff to design, operationalize, and track goals aligned with the organizational vision and mission, driven by data and performance metrics;
- Identify emerging trends, challenges, and opportunities in affordable housing, and position the organization as a leader in Baltimore and at the state level;
Develop and implement strategic plans in partnership with the Board of Directors and staff.

Fundraising and Financial Oversight

- Oversee sound and transparent fiscal management in partnership with the Finance Committee and the Controller;
- In collaboration with the Board of Directors, steward existing funder relationships and implement expanded funding strategies that generate new revenue from diverse sources, including foundations, individual donors, corporate sponsorships, government agencies, and other revenue streams;
- Work closely with the Board of Directors to leverage their networks and support fundraising efforts, including participation in donor meetings and events;
- Proactively secure creative and innovative funding opportunities to meet specific needs and budgetary constraints;
- Set and manage financial priorities, budgets, and financial projections to ensure the organization is operating in a manner that meets the needs of clients, staff, and the Baltimore community within the organization's financial resources.

Team and Internal Organizational Management

- Engage, lead, coach, develop, and mentor St. Ambrose's senior team and inspire and empower all staff in the organization to set and reach meaningful, mission-driven goals;

- Lead with transparency, allowing staff access to information that impacts their work and their programs and authentically enfranchises them in key decision-making processes;
- Identify and facilitate opportunities for professional development for staff members and growth in staffing structures;
- Facilitate collaboration across the organization, and seek opportunities to strengthen internal communications and cultivate strong, trusting working relationships at the staff and Board levels.

External Relations and Partner Management

- Serve as an inspirational and persuasive external spokesperson and thought leader for the organization and its programs, sharing St. Ambrose's vision, attracting new supporters and partners, and advancing its strategic priorities;
- Build and maintain productive relationships and strategic partnerships with key stakeholders to maintain and expand St. Ambrose's network and impact;
- Develop, strengthen, and sustain strategic partnerships with nonprofit partners and local government officials in Baltimore to advance organizational priorities, secure funding, influence policy, and ensure alignment with local policy initiatives and community needs.

Board Development

- Develop and maintain a trusting, transparent working relationship with the Board and ensure open communication about decision-making and organizational health;
- Partner with the Board chair to help ensure the Board functions effectively and responsibly;
- Support Board development and recruitment of new members who reflect organizational values and community diversity.

Qualifications

Strong candidates for this role will bring a diverse set of experiences, skills, abilities, and leadership qualities. We are focused on a holistic view of potential candidates and actively seek interest from leaders with a wide range of professional and lived experiences. We are looking for a leader who has:

- Demonstrated commitment to St. Ambrose's mission and values, including housing justice and community empowerment
- Bachelor's degree required; a degree in public policy, management (especially with a nonprofit focus), or another relevant field is a plus
- 10+ years of nonprofit leadership experience with a strong track record of building, leading, inspiring, and retaining high-performing teams
- Deep knowledge of the issues and challenges facing affordable housing development and property management, as well as housing policy in urban environments, with a preference for experience in the Baltimore or DMV markets
- Proven track record in fundraising, with experience securing significant grants and/or individual donations and funding streams from diverse sources, or other experience relevant to revenue generation

- Strong financial acumen and significant financial management experience in a nonprofit comparable context
- A record of championing effective change management, ensuring organizational stability while fostering a culture of adaptability and innovation
- Demonstrated experience and comfort leading through times of change and challenge
- Strong oral and written communication and interpersonal skills; experience in effectively communicating key data and information to senior management, Board of Directors, and other key partners and collaborators
- Ability to strike a balance between strategic vision and practical execution
- Must possess a level of technological proficiency with commonly used hardware and software; experience and comfort with social media platforms is a plus

Salary and Benefits

The compensation range for this position is \$180,000-200,000 and includes a benefits package.

How to Apply

St. Ambrose has retained the executive search firm [LeaderFit](#) to partner with the board's Executive Search Committee and lead the search. Interested candidates should submit a resume and thoughtful cover letter explaining how they meet the criteria listed above [here](#).

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