



CARLSONBECK

Position Specification



President and Chief Executive Officer

20 August 2025, vF



Carlson Beck LLC advises **Century Housing** based on an exclusive consulting assignment. The following details are for your information and should be shared with discretion.



POSITION SPECIFICATION

THE POSITION: PRESIDENT AND CHIEF EXECUTIVE OFFICER

REPORTS TO: BOARD OF DIRECTORS

LOCATION: CULVER CITY, CALIFORNIA

THE ORGANIZATION

Century Housing Corporation is a mission-driven Community Development Financial Institution (CDFI) supporting quality affordable home development throughout California. With offices in Culver City, Long Beach, and San Francisco, Century provides innovative end-to-end financing from predevelopment to permanent loans. In addition, Century has both real estate development and service provider arms, which, together with financing, seek to address the affordable housing and service needs of a diverse income range of projects and residents.

Who Is Century Housing?

Century Housing mission: We finance, build, and operate exceptional affordable housing so that the people we serve may have a dignified home, a healthy and hopeful future, and attain economic independence.

Century Housing vision: Homes are the cornerstone of a thriving and just society.

Century Housing Corporation is a certified Community Development Financial Institution (CDFI) and a premier nonprofit lender providing financing to developers of affordable and workforce housing.

Century Housing also builds and operates affordable and supportive housing communities through Century Affordable Development, Inc. and Century Oasis Residential Services.

Century Housing's flagship supportive housing community is Century Villages at Cabrillo, a 27-acre campus in Long Beach with more than 1,500 residents, including formerly unhoused Veterans, families, and individuals with acute mental health needs.

Along with their partners, Century is also a lead developer with The Veterans Collective, which is creating the nation's largest supportive housing community for Veterans at the West LA VA campus; and One San Pedro, which is redeveloping Rancho San Pedro into a vibrant mixed-use, mixed-income, multigenerational village.

Lastly, Century Housing creates positive change through the Century Community Fund, which makes impact-driven investments and grants that improve the lives of our community members.

For more information on Century Housing, please see: www.century.org.



Organizational Leadership

The organization has a staff of 125. The following Executive Management Team members report directly to the Chief Executive Officer:

- Chief Strategy Officer
- Chief Financial Officer
- General Counsel
- Senior Vice President, Century Affordable Development, Inc.
- Senior Vice President, Lending
- Senior Vice President, Property Operations

Century Housing is governed by an 11-member Board of Directors.

THE OPPORTUNITY

A Compelling Leadership Opportunity

The next President and CEO of Century Housing will have the opportunity to lead this AA rated, market-leading CDFI, housing developer and service provider as it continues to be an influence on shaping a national model in affordable housing and addressing the growing housing demand at a regional, statewide and national level.

The President & CEO (“CEO”) is responsible for providing effective and transparent leadership and direction for ensuring Century’s achievement of strategic goals, established in collaboration with the Board of Directors and with input from the executive management team, relative to affordable housing lending and development. The CEO also provides the management necessary to ensure that Century’s mission and core values are attained and the executive management team oversees to develop and implement plans for the operational infrastructure of systems, processes, and human resources designed to support the organization's overall strategy. The CEO represents the organization to local, statewide, and national organizations, to private and public governmental bodies, and individuals and entities conducting business with Century. The Essential Duties and Responsibilities as described are not intended to be all-inclusive.

KEY RESPONSIBILITIES

- **Strategic Direction:** Formulating and executing a strategic vision that encompasses the organization’s mission, culture, and governance.
- **Operational Oversight:** Overseeing financial management, staffing, and service delivery to ensure operational efficiency and high-quality outcomes.
- **Team Leadership:** Motivating and guiding a skilled team to fulfill Century Housing's objectives.
- **Public Engagement:** Acting as the organization's representative to the media, stakeholders, and the community.
- **Advocacy and Policy Development:** Promoting equitable housing policies and striving to enhance the housing environment.
- **Fundraising and Resource Acquisition:** Cultivating and sustaining relationships with donors and funders to secure support for Century Housing's initiatives.
- **Stakeholder Collaboration:** Fostering strong connections with a diverse array of stakeholders, including community leaders, resident councils, government officials, and philanthropic entities.
- **Corporate Governance Compliance:** Ensuring adherence to corporate governance standards and regulatory obligations, especially transparency.

- **ESG Framework Execution:** Leading the rollout of Century Housing's Environmental, Social, and Governance (ESG) framework.
- **Project and Initiative Leadership:** Directing the development and implementation of projects and initiatives as specified in the strategic and business plans.

CANDIDATE QUALIFICATIONS / EXPERIENCE

Education: Bachelor's degree in a relevant field or equivalent demonstrated professional experience is desired. MBA, or other graduate degree is preferred but not required.

Experience: Fifteen to 20 years of extensive experience at an executive management level with Board reporting responsibility. Must have in depth experience in a public/private sector organization involved in the delivery/financing of affordable housing.

Qualifications/Experience:

Minimum of five to seven years of experience as Executive Director, CEO, or as a senior leader of an organization with responsibility for financial health and sustainability, P&L management, and budget authority experience.

Significant transparent leadership experience and comprehensive knowledge of affordable housing financing, non-profit or for-profit affordable housing, public agency, community and/or real-estate development and affordable housing service and programs in California.

Experience working with, in partnership, and providing executive officer leadership to a board of directors, including leading strategic planning and implementation.

Superior ability to interact with government, community and industry leaders, fostering a positive and collaborative environment for Century's Mission.


Strong communication skills, professional representation, stakeholder relationship management, negotiation, persuasiveness, listening, and diplomacy skills. Superb written, verbal, and analytical skills are necessary.

It is not necessary to meet all the criteria above to apply and be considered for this critical, exciting position.

COMPETENCIES / ATTRIBUTES

The successful professional will **demonstrate:**

- A deep passion for Century Housing's history, mission, and commitment to affordable housing, community development, and supportive housing services for underserved populations,
- Exceptional relationship-building skills, confidence, and leadership presence.
- Outstanding written and verbal communication skills, with the ability to engage a diverse range of internal and external stakeholders.
- Strong listening skills paired with sound decision-making abilities.
- Proven experience in growing and scaling organizations of similar size, with net assets of \$1.3B and an annual operating budget of \$68M.

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- A track record as a highly effective “Leader of Leaders” who empowers, delegates, builds trust, fosters accountability and transparency, and motivates teams to deliver exceptional outcomes aligned with Century Housing’s objectives.
 - Commitment to recruiting, developing, and retaining high-performing talent to advance the organization’s mission.

The successful professional leader will **be**:

- Calm and level-headed under pressure.
- Culturally agile and adaptable.
- Politically astute and strategic.
- Emotionally intelligent and empathetic.
- Dynamic, visionary, and operationally focused, with proven success leading large teams.
- Inspirational and motivational, able to unite people around shared goals.
- Transparent, humble, and approachable, with a good sense of humor.
- Guided by the highest integrity and ethical standards.

COMPENSATION

Total target compensation ranging from **\$500,000 to \$550,000**, which includes salary, bonuses, and other incentives commensurate with capabilities and experience. Century Housing also offers a comprehensive benefits and Paid Time Off package.

HOW TO APPLY

To initiate consideration for this opportunity, **please submit a resume and cover letter**, outlining your qualifications as per this Position Specification, to the Carlson Beck representatives below.

CONTACT INFORMATION

For additional information regarding this opportunity, please contact:

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