

# leadership opportunity

## Chief Executive Officer at



**Location: Nashville, Tennessee**

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to apply: [bit.ly/UHS-CEO-apply](https://bit.ly/UHS-CEO-apply)

leadership opportunity: Chief Executive Officer at [Urban Housing Solutions](#)

# Urban Housing Solutions is hiring a Chief Executive Officer

***Peter Gray Executive Search is Urban Housing Solutions'  
exclusively retained partner for this executive search***

## about Urban Housing Solutions

**[Urban Housing Solutions](#) is Nashville, Tennessee's largest nonprofit affordable housing provider.**

Founded in 1991 by [Rusty Lawrence](#), UHS develops and manages attractive, accessible apartment communities for Nashville's homeless, low income, and workforce populations. With a focus on energy efficiency and a commitment to community development, UHS both constructs new buildings and transforms aging properties. With around 50 employees and a \$13 million budget, UHS remains dedicated to providing affordable homes in supportive communities.

Beyond its 1,600+ apartments in 36 properties, UHS has helped over 8,000 Nashvillians in compassionate, forward-thinking ways. In partnership with other nonprofits and government organizations, UHS offers transportation access, medical and mental health support, substance abuse recovery, and civic services. Through this continuum of care, UHS seeks to positively impact families and enhance Nashville neighborhoods.



*Urban Housing Solutions resident photos provided by UHS. Used with permission.*

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## Nashville's affordable housing crisis ... and solution

Nashville is one of the [fastest-growing cities](#) in the US, with over three hundred new residents arriving every week. Offering an abundance of culture, a temperate climate, and a distinct quality of life, Nashville and its thriving suburbs appeal to a diverse mix of college students, young adults, growing families, musicians, retirees, and workforce jobseekers. And, while the city is more affordable than many metro areas, its increasingly competitive housing market has become a financial burden for many locals.

### Nashville ranked one of America's fastest-growing cities in new report

"These cities and towns often undergo a significant population increase and witness a surge in economic activity due to various factors."



By Caleb Wethington

Published: Jul. 11, 2023 at 10:41 AM CDT

Today, too many people in Nashville lack a safe, stable and affordable place to call home. Anyone earning less than 60 percent of the city's median income – that is, an individual earning less than \$42,000 a year – now struggles to find and maintain a Nashville residence while providing for their household's most basic needs. Reports from the mayor's office predict the affordable housing shortage will rise to nearly 31,000 units by 2025. These startling numbers will only change with aggressive action to expand homeless, low-income, and workforce housing options.

Urban Housing Solutions is committed to helping solve Nashville's affordable housing crisis. UHS plays a vital role in the strength and success of Nashville neighborhoods by partnering with individuals, families, and businesses to address unmet housing needs. Providing affordable homes in supportive communities, UHS is more than the buildings it develops. UHS is a community advocate: connecting homeless, vulnerable, and underemployed residents with accessible housing and critical services. See the [UHS 2023 Impact Report](#)

Text from: [Urban Housing Solutions - Nashville's Housing Crisis](#)

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## Urban Housing Solutions' mission, vision, and values

**Mission:** To provide affordable homes in supportive communities for unhoused, low-income, and working Nashvillians.

**Vision:** Urban Housing Solutions is a local nonprofit working to solve Nashville's affordability crisis. We know that having safe, stable and attainable housing in Nashville will create a stronger city for future generations. We've already developed over 1,600 housing units, and we are committed to doing all we can to help keep Nashville a place where everyone is welcome – regardless of their income.

**Values:**

- Honoring the dignity of all stakeholders.
- Maintaining a growth mindset.
- Promoting accountability.
- Exercising transparency.
- Enhancing a contextual awareness of history, systems, structures, and needs.

Source: Urban Housing Solutions website, [www.urbanhousingsolutions.org/about-us](http://www.urbanhousingsolutions.org/about-us)

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## Urban Housing Solutions properties

Urban Housing Solutions' [real estate portfolio](#) includes over 1,600 apartments in 36 properties across Nashville. The diverse array of property types and residents served reflects UHS's innovative property strategies and care solutions.

A few examples:



Source: Urban Housing Solutions website, [urban housingsolutions.org/our-properties](http://urban housingsolutions.org/our-properties)

Those served across the UHS portfolio include:

- The homeless community
- Nashville's workforce
- Young professionals and artists
- The deaf and hard-of-hearing community
- Adults with intellectual and developmental disabilities
- Families with children
- The HIV / AIDS community
- Individuals in drug and alcohol recovery

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## about the position

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for the overall administration, operations, and strategic leadership of Urban Housing Solutions. This role is ideal for a visionary, compassionate leader who is deeply committed to addressing housing affordability, homelessness, and community well-being through innovative real estate development and resident-centered service delivery.

The CEO must bring exceptional leadership, organizational, and communication skills to advance the mission, support a high-performing team, and strengthen internal systems. As the public face of the organization, the CEO will advocate for policy support, public resources, and community collaboration to expand the availability of deeply affordable housing in the greater Nashville metro.

Urban Housing Solutions has approximately 50 employees, all of whom report directly or indirectly to the Chief Executive Officer. Direct reports include the Chief Operations Officer; the General Counsel; the Director of Finance; and the Director of Design & Development.

### **Key Responsibilities Include:**

#### **Strategic & Visionary Leadership**

- Guide the long-term strategic direction of the organization in alignment with its mission.
- Serve as a passionate advocate for affordable housing and the individuals and families UHS serves.
- Inspire innovation and collaboration across departments and with external partners.

#### **Team & Organizational Leadership**

- Lead, support, and develop a strong, mission-aligned senior leadership team.
- Foster a culture of accountability, communication, and cross-departmental coordination.
- Build and maintain a unified team that works collaboratively toward common goals.

#### **Real Estate Development and Property Management Oversight**

- Provide leadership on the development of affordable housing projects; the property management of affordable housing projects; and the range of supportive services offered at UHS properties.
- Work closely with real estate staff, legal teams, architects, contractors, and government agencies.
- Ensure projects are completed on time, within budget, and aligned with community needs.
- Ensure that properties are managed in a way that meets resident needs, quality of life expectations, and regulatory guidelines.

#### **Financial Oversight**

- Provide strategic financial leadership, including budget development and long-range planning.
- Maintain strong relationships with banks, lenders, and financial intermediaries to manage complex debt structures and business relationships in compliance with financial covenants.

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- Oversee grant administration, and support efforts to secure and renew public and private funding.
- Ensure accurate and thorough reporting for regulatory compliance and major funding sources.

**Administrative Management**

- Strengthen internal systems, communication, and coordination across departments.
- Promote operational efficiency and administrative excellence throughout the organization.
- Provide support to the Board of Directors, facilitating meetings, assisting in board member recruitment, and ensuring effective governance practices.

**Community Engagement & Advocacy**

- Serve as a key spokesperson and advocate for the organization's mission, residents, and priorities.
- Build strong relationships with community leaders, policymakers, and government entities.
- Advance policy and funding initiatives that support housing stability and affordability.

**Qualifications Sought Include:**

- Bachelor's degree in nonprofit management, business administration, real estate development, or a related field; or equivalent professional experience.
- 10+ years in a senior nonprofit leadership, with a focus on affordable housing real estate development, property management, community development, or related areas.
- Demonstrated success in team leadership, organizational management, and leading cross-functional collaboration.
- Proficiency in financial strategy and reporting; experience with public financing, debt, and multi-source funding streams.
- Strong administrative and communication skills to ensure alignment, transparency, and results across departments.

**Personal Qualities Sought Include:**

- Consistently strong leadership skills and decision-making ability.
- Strong analytical, critical thinking and problem-solving skills, especially in high pressure situations.
- Strong verbal and written communication skills.
- Strong detail orientation and organizational skills, with the ability to handle multiple, simultaneous tasks effectively and efficiently, prioritize workload, and meet deadlines.
- Strong aptitude for self-directed work.

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## office location: Nashville, Tennessee

Urban Housing Solutions serves greater Nashville, with an [office](#) located in an [1890 brick house](#) in East Nashville's Historic Edgefield neighborhood.



The Chief Executive Officer position requires a regular in-person presence in the office. Urban Housing Solutions supports hybrid work, allowing one day per week of work-from-home for new hires after an initial ramp-up period, and potentially more remote flexibility after the first year of employment. The CEO job also requires driving around greater Nashville as needed to visit properties and engage with onsite staff, contractors, external partners, and community leaders.

This is a national search, and Urban Housing Solutions is ready to offer financial assistance for relocation.

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## about Nashville, Tennessee

Nashville, Tennessee is a vibrant city of over 650,000 residents. Its metro area is home to over 2 million residents, making it Tennessee's largest city and largest metro.

Nashville is the capital of Tennessee, home to [Vanderbilt University](#), and a vibrant cultural center. Renowned for its iconic country music roots, Nashville offers an eclectic mix of live performances at the historic [Ryman Auditorium](#) and the [Grand Ole Opry](#).

Beyond music, Nashville boasts a burgeoning [restaurant scene](#), with Southern cooking and diverse world cuisines served in trendy eateries and traditional hotspots alike. Its thriving [arts venues](#) include museums, galleries, and a lively downtown area brimming with [nightlife](#). Lush [parks and outdoor spaces](#) provide a serene escape or vigorous activity options. And of course, Nashville's professional [sports teams](#) include the [Tennessee Titans](#), the [Nashville Predators](#), [Nashville SC](#), and the [Nashville Sounds](#).

Nashville's local economy and job market are consistently ranked among the strongest in the US. Recent recognition includes [Best Market to Buy a Home in 2025](#), [Hottest Job Market in 2022](#), and many other top [rankings](#). Davidson County (metro Nashville) has just [2.9% unemployment](#). (Compare to unemployment rates of [3.7% statewide](#) and [4.1% nationwide](#)). National and global companies headquartered in metro Nashville include [HCA Healthcare](#), [Dollar General](#), [Tractor Supply](#), [Community Health Systems](#), [Delek](#), [Louisiana-Pacific](#), [Brookdale Senior Living](#), and many more.

With no personal income tax on earnings in Tennessee, Nashville offers a lower [cost of living](#) than many desirable metros.

Nashville's racial and ethnic [demographics](#): 69% non-Hispanic White, 14% Black, 9% Hispanic, 3% Asian, 5% other. (Data for Nashville's Metropolitan Statistical Area)

Business and civic organizations active in Nashville include the [Nashville Downtown Partnership](#), the [Nashville Area Chamber of Commerce](#), the [Nashville Black Chamber of Commerce](#), the [Nashville Area Hispanic Chamber of Commerce](#), and the [Tennessee Pride Chamber](#).



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## salary and benefits

**Urban Housing Solutions' Chief Executive Officer position  
has a salary range of \$140,000 - \$170,000.**

Urban Housing Solutions' [employee benefits](#) include employer-subsidized group health plan; dental and vision plans; life and supplemental insurance; 401(k) retirement plan with a generous employer match; health savings account; and generous paid time off.



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interested?

Please [apply](#) confidentially: [bit.ly/UHS-CEO-apply](https://bit.ly/UHS-CEO-apply)

**Deadline: rolling.** The position is open until filled. It was announced on **May 12, 2025**. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling basis. For best consideration, please apply promptly; and please complete all questions in the application, including the cover letter/personal statement. Our goal is to fill this position by **October 2025**.

Urban Housing Solutions has exclusively retained [Peter Gray Executive Search](#) to conduct the search for its new Chief Executive Officer. Peter Gray Executive Search is a social impact executive search firm.

Urban Housing Solutions and Peter Gray Executive Search are equal opportunity employers, committed to attracting candidates representing a diverse range of backgrounds. Urban Housing Solutions strongly believes it benefits from the perspectives and talents of a racially and culturally diverse staff.



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## about peter gray executive search



**Peter Gray** (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), he guides nonprofit organizations and social impact employers through [leadership succession](#) and other [strategic hiring](#). He also [trains](#) employers on diversifying hiring outcomes, and [coaches](#) individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City.

Peter gives back as a member, adviser, and supporter of several nonprofit and civic organizations. A former Boys & Girls Club kid, he serves on the board of the Boys & Girls Clubs of Dane County. Through his own [fundraising](#) and his [leadership of fundraising campaigns](#), he has helped raise over \$10 million for the Boys & Girls Clubs.

Peter holds a BA from Harvard University, and an MBA from Columbia Business School.

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