Dudley Street Neighborhood Initiative (DSNI) is a resident-led, non-profit planning and organizing group in the Roxbury/North Dorchester area of Boston. DSNI’s mission is to empower Dudley residents to organize, plan for, create, and control a vibrant, diverse, and high-quality neighborhood in collaboration with community partners. DSNI’s approach to neighborhood revitalization is comprehensive and focuses on three strategic areas—sustainable and economic development, leadership development and collaboration, and youth opportunities and development. In partnership with nonprofit organizations, businesses, and religious institutions serving the neighborhood, DSNI works to implement resident-led revitalization plans.

Dudley Neighbors Inc. (DNI) is the community land trust established by DSNI to carry out the economic development and housing activities of the neighborhood, which includes development without displacement, affordable housing, and community economic development. DNI’s economic development and housing activities are based on DSNI’s vision and implemented by the DSNI Sustainable Economic Development team. DNI partners with nonprofit and private developers to build affordable housing, commercial spaces and other uses determined through community planning processes and serves as the steward of the land.

Dudley Neighbors Incorporated (DNI) is seeking a new Director who is mission-driven and has a passion for stewarding and developing the land trust, which consists of more than 30 acres of land in the Dudley neighborhood, with 226 affordable homes, community farm, greenhouse, playgrounds, and commercial spaces.

Reporting to the Executive Director of DSNI, and the DNI/DSNI Board, the Director will manage the organization’s activities and execute its strategic priorities during a time of growth and transition. She/he/they will work closely with DSNI to further the anti-displacement and economic development strategies of DNI and DSNI. The ideal candidate will bring vision, energy, and creativity to the role, and will welcome the challenges of carrying out multiple responsibilities, designing and executing initiatives to advance DNI’s mission, and working independently while engaging stakeholders and others.

The Director is responsible for advancing DNI’s mission of development without displacement and the growth and stewardship of the Land Trust through providing organizational leadership in the areas of property development and management, community engagement and fundraising.

**Property Management and Development**

- Partnering with the Board of DNI/DSNI to develop and carry out strategic and programmatic goals and implement them to promote and sustain DNI and the community land trust model.
- Implementing all DNI policies and procedures related to the operation of the land trust.
- Pursuing, overseeing, and monitoring new development opportunities to bring affordable housing, commercial spaces, and other amenities onto the land trust.
- Responding to the needs of land trust homeowners and stewarding DNI’s existing portfolio of resale-restricted housing.
- Supervising DNI Project/Operations Manager and other staff engaged in land trust activity.
- Assisting in Budget preparation to create an annual budget for DNI and manage DNI’s resources within those budget guidelines.
• Maintaining files and archives and ensuring compliance with legal and regulatory requirements.
• Developing partnerships to help steward the development and sustainability of the land trust
• Staffing and supporting DNI Board of Director
• Ensuring sound fiscal accountability and coordination of financial activities based on plans and policies developed in concert with DNI Board.
• Working with DNI staff and board to maintain and improve program policies, procedures, and databases.
• Collaborating with DNI/DSNI Finance Team to oversee bookkeeping, accounting and financial systems to ensure that program objectives are supported with adequate finances.

Community Engagement
• Working with community partners and government agencies to identify potential sites for development/redevelopment of housing and other community uses.
• Overseeing post-purchase stewardship support for DNI homeowners, including technical assistance around refinancing and home repairs.
• Ensuring quick response to resolve stewardship-related requests from DNI homeowners.
• Providing technical assistance and information regarding the community land trust model to homeowners, developers, lenders, realtors, attorneys and the general public.
• Representing DNI at gatherings and events of the community land trust movement at a local and national level
• Participating in DSNI/DNI staff meetings, retreats and events.
• Representing DNI in the Greater Boston CLT Network

Fundraising
• Preparing materials for annual audit and tax reports to ensure compliance with all governmental regulations and private grantor requirements.
• Building and cultivating relationships to secure resources needed to carry out DNI’s annual and long-term goals.
• Issuing annual and special funding appeals
• Ensuring timely acknowledgement of donations and maintaining financial and donor records
• Planning and hosting educational activities for members, students, and others.

Qualifications
Personal commitment to DNI’s mission and values, including the power of resident voice and control and development without displacement
At least 2-3 years real estate development experience
Proven ability to work effectively with people from diverse racial, cultural, religious and socioeconomic backgrounds
Excellent program management and organizational skills
Strong public speaking and writing skills
Strong interpersonal and relational skills
Strong meeting facilitation skills
Social media and media relations experience a plus
Willingness to work flexible schedule, including some nights and weekends
Bilingual English/Cape Verdean Creole strongly preferred

Salary is negotiable depending on experience. DSNI offers a comprehensive benefits package. To be considered, interested applicants must submit a cover letter and resume by email to hr@dsni.org with “DNI Director” in the subject line. No telephone inquiries or recruiters please. DSNI is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.