

DSG | Koya



NewVue Communities
Executive Director
Fitchburg, MA



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About NewVue Communities

NewVue Communities is a nonprofit community development corporation dedicated to creating strong and healthy neighborhoods where residents choose to live, work, and invest. For more than forty-five years, the organization has served residents across North Central Massachusetts, working to improve the quality of life for low- and moderate-income individuals and families through community development.

NewVue Communities serves approximately 240,000 residents across a region of 22 municipalities stretching from Harvard to Athol. The organization works to strengthen neighborhoods, promote business development, and build the economic, physical, and personal assets of local communities and their residents.

The organization advances its mission through a comprehensive approach focused on homeownership, small business development, housing development, asset management, and community organizing. These efforts help support community assets ranging from homes and small businesses to emerging leaders and collaborative neighborhood initiatives that create lasting change.

Operating with an annual budget of approximately \$4 million, NewVue Communities delivers essential services that respond to the growing demand for housing stability and financial resilience across the region. Over the past year, 227 families completed first-time homebuyer education, with 115 going on to purchase their first homes. The organization's work continues to reach historically underserved populations, with 60% of housing and financial services participants identifying as people of color. During this same period, 52 families avoided eviction, 19 homeowners prevented foreclosure, and more than \$1.47 million in assistance was distributed. NewVue also supports local economic vitality through its small business efforts, counseling 125 entrepreneurs—more than half of whom are women—helping to create or retain 233 jobs and facilitating 19 loans.

NewVue Communities operates with a staff of approximately thirteen and works closely with residents, business owners, community partners, and public and private funders to advance its work. The organization is also a key partner in the Re-Imagine North of Main Coalition, formed through the Working Cities Challenge, and contributes to broader regional initiatives supporting equitable economic growth and neighborhood revitalization.

NewVue Communities has received numerous recognitions for its work, including MassINC's Innovation Award and the Massachusetts Housing Investment Corporation's Excellence Award for Affordable Housing. The organization's work is supported by a committed Board of Directors, strong partnerships, and funding from local, state, and federal agencies as well as private funders.

This is an extraordinary opportunity for a leader who is passionate about improving communities to lead a trusted institution with a proven track record of impact toward even greater results.

Core Values

Excellence. NewVue promotes a results-driven culture that creates exceptional service, experiences, and outcomes.

Community. They recognize that the community always comes first, and this value drives their policies and practices.

Accountability. They hold themselves to the highest standards.

Empowerment. NewVue harnesses the collective power of residents in our neighborhoods and properties so that together, they can accomplish their dreams.

Leadership. They are a catalyst for change in the community by being innovative, thoughtful, and proactive.

Learn more about NewVue Communities at <https://www.newvuecommunities.org>.

The Opportunity

NewVue Communities seeks a strategic and mission-driven leader to serve as its next Executive Director. Reporting directly to the Board of Directors, the Executive Director is responsible for the overall leadership, management, and effective operation of the organization. The Executive Director provides direction for the organization's programs and initiatives and advises the Board on strategic and operational matters.

Working in close partnership with the Board, the Executive Director supports the development of long- and short-term strategic goals and ensures the implementation of board-approved policies and decisions. The Executive Director keeps the Board informed regarding the organization's programs, projects, and financial position and provides staff support to the Board and its committees.

The Executive Director oversees the organization's day-to-day operations and works collaboratively with staff to ensure that programs, partnerships, and development initiatives advance NewVue Communities' mission and regional impact. Fundraising and resource development are important aspects of the role. The Executive Director works with the Board and staff to identify, cultivate, and secure public and private funding to support the organization's programs and initiatives.

Externally, the Executive Director serves as a primary spokesperson for the organization and represents NewVue Communities with community partners, funders, and government agencies. The Executive Director also advocates for the organization's programs and maintains strong relationships with local, state, and federal partners, including elected and appointed officials.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

Passion for the Mission

The Executive Director will demonstrate an authentic passion for the mission of NewVue Communities and a belief in the potential of housing and economic opportunity to change communities and lives. They will embrace the regional nature of the organization and be committed to listening to, and representing, diverse voices across the various communities. Finally, they will embody the organization's values of excellence, community, accountability, empowerment and leadership and demonstrate excitement for the opportunities ahead.

Empowering & Collaborative Leader

This leader will bring a track record of leading teams through times of transition and achieving positive outcomes. They will have experience fostering positive environments that encourage participation, collaboration, innovation, and empowerment across functions. They will be a transparent communicator and natural listener who ensures all voices are heard, while also being firm and resolute in accountability and decision making. They will have a demonstrated ability to build consensus, break down silos, and establish unity across diverse stakeholders through effective and inclusive communication.

Strategic & Visionary Mindset

The Executive Director will be both a strategic and practical leader energized to develop, in partnership with the Board of Directors, a vision for the next chapter of NewVue Communities. They will possess knowledge of the community development space and will have exposure to the housing development ecosystem specifically. With experience scaling programs or organizations, the CEO will demonstrate growth capabilities while also ensuring that the organization's team, structures and systems are capable of supporting that growth. A track record of orchestrating strategic planning initiatives and executing on those initiatives, coupled with experience working with Boards and an understanding of nonprofit governance will be key.

External Engagement/ Partnership Orientation

The Executive Director will have experience representing their organization externally and serving as a partner to community and government partners, funders, and other stakeholders. With strong written and oral communication skills, the Executive Director will effectively convey NewVue Communities' mission and goals to a broad range of partners and bring experience creating win/win relationships that capitalize on respective strengths. They will be able to capitalize on the strong existing reputation of the organization and work to increase its visibility and presence across the region.

Additional Qualifications

Ideal candidates will also bring the following qualifications:

- Commitment to the principles of community-based development, community planning, economic development, and community organizing.
- A master's degree in public administration, business, planning, or a related field and at least five years of progressive management experience in a community development or nonprofit setting, or a bachelor's degree with ten or more years of progressive management experience in a community development or nonprofit setting.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$180,000-\$190,000 with a generous benefits package. The exact salary that will be offered to the Executive Director will be determined based on a consideration of the successful candidate's skills and experience and aligned with NewVue's compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy and Christy Farrell. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

NewVue is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).