



**Job Title:** Vice President of Policy & Programs  
**Reports to:** President  
**Classification:** Full-time, Exempt

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**About National Community Stabilization Trust:**

NCST (the National Community Stabilization Trust) works to increase homeownership by expanding the supply of affordable, single-family homes to stabilize neighborhoods, build community wealth, and close wealth gaps. NCST accomplishes this by lending capital to revitalize distressed homes, advocating for homeownership policy innovation and reform, and working with local practitioners to increase the supply of single family homes for purchase. NCST oversees the Developing Affordable Starter Homes (DASH) Fund, a community development financial institution committed to providing affordable and flexible capital for emerging developers committed to increasing the supply of affordable single-family homes. In addition to its lending work, NCST has facilitated transactions to increase affordable homeownership. Since 2008 NCST's REOMatch™ platform has provided approved mission-driven buyers with an exclusive first look at distressed mortgaged property, providing them an edge over cash buyers. REOMatch™ has facilitated over 28,000 distressed property transfers across the country in a predictable, standardized, and streamlined way. Over 80 percent of these properties were rehabbed and sold to an owner occupant.

NCST seeks a Vice President of Policy & Programs to lead NCST's policy practice and advance legislative, regulatory, and administrative solutions that increase affordable homeownership.

**Position Summary:**

The Vice President of Policy & Programs will oversee NCST's policy advocacy enterprise, working to expand the breadth and impact of the organization's initiatives in alignment with NCST's overall strategic vision. For almost a decade NCST has lent its talents, capacities, and knowledge capital to the goal of advancing innovation and reform with regards to federal homeownership policy.

NCST's policy practice is currently organized around three areas of focus:

- NCST leads the Homeownership Alliance, the organization's member-driven collaborative of non-profit housing developers committed to advancing homeownership.
- NCST has developed the Homeownership Policy Symposium, an annual forum for the discussion and deliberation of policy priorities necessary to advance homeownership. NCST will host the third annual Homeownership Policy Symposium in November 2025.

- NCST regularly compiles information, comment letters, and manages partner coalitions with a variety of housing-focused organizations. NCST is a co-lead of the Neighborhood Homes Investment Act (NHIA) Coalition, which advocates for passage of the Neighborhood Homes Investment Act.

Over the years NCST has become a trusted and reliable source of expertise and thought leadership for policymakers, advocates, and practitioners committed to creating pathways for families to access affordable homeownership.

The ideal candidate is an experienced and well-respected leader with a deep command of homeownership and housing finance policy. The Vice-President should be a thoughtful relationship manager who flourishes in a fast-paced, entrepreneurial environment and can simultaneously manage multiple issues and projects. The ideal candidate has an established profile in the professional networks pertinent to NCST's mission and work. The candidate should have demonstrated a commitment to advancing equity, substantial public policy or legislative experience, and experience working with local, state, and national organizations and community allies. They must possess the capacity to engage as a member of the NCST Executive Leadership team and help craft and implement the organization's comprehensive strategic goals and plans. They must be an excellent written and verbal communicator with the ability to deliver compelling presentations and cultivate authentic relationships across various identity and issue dynamics.

### **Specific duties:**

- Direct the activities of NCST's Policy Practice, including setting and advancing a policy agenda in alignment with NCST's broader strategic goals, managing the Policy Practice Team, as well as overseeing the Homeownership Alliance, the Homeownership Policy Symposium, NCST's co-leadership of the NHIA Coalition and other partner coalitions, and NCST's engagement with policy makers and partners.
- Participate as a member of NCST's Executive Committee, advise the President relative to strategic, operational, and external matters impacting NCST.
- Develop and maintain effective relationships with Members of Congress, Executive Branch Agency officials and their staff, national housing advocacy organizations, and issue-focused housing coalitions to advance NCST and Homeownership Alliance positions with respect to relevant policy, regulatory processes, and legislation.
- Oversee the drafting of congressional testimony, issue papers, talking points, regulatory comment letters, newsletters and other written products. Ensure NCST is represented in relevant hearings, mark-ups, and briefings as well as identify, monitor, and track congressional and regulatory activity that would benefit or adversely affect homeownership.
- Perform other duties as assigned.

### **Education and Experience:**

- Bachelor's or graduate degree in Public Policy, Government, Urban Affairs or related field. Graduate or professional degree strongly preferred.

- A minimum of 15 years of experience in a similar position or equivalent education and experience.
- Knowledge of federal government systems, processes, programs, and personnel as well as knowledge of affordable housing and community development programs.
- Familiarity and profile within the broader housing advocacy community.

**Compensation and Benefits:**

Full-time, exempt position with an annual salary, commensurate with experience. Benefits for this position include an employer 401(k) contribution, comprehensive health insurance, long-and short-term disability, flexible spending and commuter accounts, and generous leave policies.

*Proposed Annual Salary Range: \$160,000 - \$175,000*

**Other Requirements:**

The Vice-President of Policy and Programs is an exempt position. Exempt employees are expected to work the appropriate and necessary time to complete key assignments and related tasks on schedule.

Washington, DC residency strongly preferred.

NCST is an equal opportunity employer. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, veteran status, or medical condition.

We strongly encourage and seek applications from women, people of color, and bilingual and bicultural individuals and members of the lesbian, gay, bisexual, and transgender communities.