



## **JOB DESCRIPTION**

**POSITION:** Chief Strategy and Innovation Officer (CSIO)

**FLSA:** Exempt

**DATE:** 08/2024

**REPORTS TO:** Executive Director

**DEPT/DIV:** Executive

**GRADE:** 15

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**RIHousing** strives to ensure that all people who live or work in Rhode Island can afford a healthy, attractive home that meets their needs. A good home provides the foundation upon which individuals and families thrive, children learn and grow, and communities prosper.

To achieve our mission, we:

- Offer competitive and innovative single family and multi family lending programs.
- Provide housing related education to consumers and others.
- Finance development that builds healthy, vibrant communities.
- Invest housing grants and subsidies to Rhode Islanders with the greatest need.

RIHousing uses its resources to provide low-interest loans and grants to help Rhode Islanders find, rent, buy, build, and keep a good home. Created by the General Assembly in 1973, RIHousing is a privately funded public purpose corporation.

RIHousing requires its employees to be highly motivated and knowledgeable, have a sound understanding of the changing needs of Rhode Island's housing market, be willing to work within and toward a smoothly integrated operation, demonstrate a commitment to serve the people of Rhode Island, especially those with low and moderate incomes in need of safe and affordable homes, and possess a high level of integrity and a deep respect for all Rhode Islanders, including customers, partners and fellow employees.

### **JOB SUMMARY**

The Chief Strategy and Innovation Officer (CSIO) develops, communicates, executes, and manages strategic and innovative initiatives on behalf of the organization. They will focus on accelerating organizational performance through cohesive strategic planning and execution, facilitating innovative program development, knowledge management and organizational effectiveness. The CSIO is responsible for formalizing and leading the corporation's strategic planning processes. The CSIO will drive organizational change and improvement by cultivating and maintaining working relationships with external partners and across the organization. Working with the Chief Executive Officer (CEO), the CSIO will assist with establishing high levels of transparency and accountability for the corporation. In addition, the CSIO is responsible for assessing the alignment of strategic initiatives with the corporation's standards and objectives. The CSIO directly oversees the Policy, Research, Communication and Intergovernmental Relations departments for the corporation.

### **JOB FUNCTIONS**

Leads the development and management of the strategic plan and strategic initiatives for the corporation under the direction set by the CEO and Board of Commissioners. This includes formalizing and leading strategy development with business units and external partners.

Facilitates the execution of corporation strategies collaboratively with other Executive Team members and ensuring that strategies are communicated publicly and within the corporation.



Leads the corporation's communications program.

Leads the development and implementation of a strategic framework to ensure progress towards strategic goals, including the implementation of appropriate metrics to measure performance.

Oversees and coordinates the activities of the Policy, Research, Communications and Governmental Relations for the corporation.

#### **PRINCIPAL ACCOUNTABILITIES**

- Acts as a key advisor to the CEO and Board of Commissioners on critical changes in the industry and external environment that may impact the organization.
- Engages external business and industry experts to learn and influence business strategies, constantly remaining alert and forward-thinking about opportunities and risks in the industry.
- With the CEO, expands the organization's innovation capabilities through the development and redevelopment of the organization's programs and internal processes.
- Leads the organization's approach to measurement and evaluation with a focus on the creation of an organizational dashboard for impact and effectiveness in achieving strategic goals and initiatives.
- With the CEO and other members of the Executive Team, challenges standard thinking and develops new ideas, approaches, and solutions to impediments to the creation and availability of affordable housing opportunities.

#### **QUALIFICATIONS**

- Master's Degree or an equivalent combination of a Bachelor's degree and experience. A minimum of 10 years' experience in a senior management position.
- Seasoned professional with strong strategy and leadership skills. Excellent communication, negotiation and partnership building skills.
- Ability to communicate about complex issues, strategies, and programs in a variety of forums. Strong executive presence, presentation, and communication skills.
- Ability to lead a diverse team of professionals with various technical backgrounds.
- Ability to work collaboratively with key internal and external leaders, partners, and customers.