



Job Announcement Package

Director of Organizational Excellence & Change Leadership

Website Announcement and LinkedIn Post | Revised July 2026 Job Description

Position Type	Classification	Salary Range	Location	Apply
Full-Time, Salaried	Director	\$100,000-\$130,000 plus benefits	Remote with U.S. Travel	Careers@ collaborative- solutions.net

Website Job Announcement

Are you ready to lead consultation, technical assistance, and systems-change work that strengthens organizations, communities, and housing systems?

Collaborative Solutions, Inc. is seeking an experienced Director of Organizational Excellence & Change Leadership to advance CS' organizational and leadership change strategy. This senior leadership role leads consultation and technical assistance services and initiatives that improve organizational capacity, housing and service interventions, community collaboration, and change leadership to promote systems change and improve housing and health outcomes for populations with special needs.

The Director serves as part of the Directors Team and directly supervises the consulting team providing consultation, technical assistance, and related services through a variety of funded projects and initiatives. This role reports to the Chief Executive Officer and includes supervision of CS team members, consultants, and vendors.

The salary range for this position is \$100,000-\$130,000 annually, plus a comprehensive benefits package. Actual compensation will be determined based on qualifications, experience, education, and organizational compensation guidelines.

About Collaborative Solutions

Collaborative Solutions is a national nonprofit consulting organization that works alongside communities, organizations, and systems to improve housing stability, health outcomes, organizational effectiveness, and community impact. Through consultation, technical assistance, coaching, facilitation, and leadership development, CS helps organizations and communities build stronger systems and lasting partnerships.

What You'll Lead

Organizational Excellence

- Implement consultation services that build organizational capacity and improve the delivery of local housing interventions and systems-change initiatives.
- Use technical assistance, consultation, coaching, and facilitation to advance strategy objectives and strengthen long-term client and community engagement.

Housing & Service Interventions

- Lead consultation and technical assistance services that build community and organizational capacity for assessment, planning, and implementation of housing and service interventions.
- Improve implementation, compliance, and effectiveness of housing and service interventions, while strengthening systems of care, coordination, and service integration.

Change Leadership

- Build organizational and community leadership that improves capacity, collaboration, housing and service interventions, and systems-change efforts.
- Advance systems change resulting in improved housing and health outcomes for populations with special needs.

Community Collaboration

- Strengthen community collaboration and local capacity to initiate and advance collaborative, multi-system, multi-sector solutions.
- Support partnerships that produce systems change and improved housing and health outcomes.

We're Looking For Someone Who

- Has a master's degree in social work, nonprofit management, or another related field OR equivalent experience.
- Brings 10+ years of grants and project management experience, 10+ years of supervision experience, and 10+ years of subject matter expertise in the area being led.
- Demonstrates strategic leadership, informed decision-making, collaborative problem solving, nonprofit program management, grants and contract oversight, budgeting, compliance, reporting, and business development experience.
- Has proven experience delivering consultation, technical assistance, and related services and initiatives.
- Has experience with HUD Community Compass Initiatives or similarly related areas, HUD-funded housing and service interventions, best practices, program guidelines, grants, portfolio management, compliance, and reporting.
- Has subject matter expertise related to homelessness, housing for persons living with HIV/AIDS, mental health or substance use, domestic violence, and other populations with special needs.
- Can work with groups through collaborative processes focused on learning, knowledge sharing, and co-created community solutions.
- Can build and maintain community relationships that enhance business development and improve housing and health outcomes for populations with special needs.
- Is able to travel anywhere in the United States as required for the position.

Key Leadership Competencies

Strategic Leadership	Informed Decision Making	Collaborative Problem Solving
Organizational Capacity Building	Change Leadership	Consultation & Technical Assistance
HUD Housing & Service Expertise	Community Collaboration	Project Portfolio Management

Why Join Collaborative Solutions?

At Collaborative Solutions, you will work alongside dedicated professionals committed to strengthening organizations, advancing systems change, and improving lives. This role offers the opportunity to lead meaningful consultation and technical assistance work, shape long-term partnerships, and help communities improve housing and health outcomes for populations with special needs.

To Apply

Submit a cover letter and résumé to: Careers@collaborative-solutions.net

Collaborative Solutions, Inc. is an Equal Opportunity Employer and a Drug-Free Workplace.