



**Search for the Roxbury Tenants of Harvard Community Center Senior Program Director**  
**Roxbury Tenants of Harvard**  
**Boston, MA**

Roxbury Tenants of Harvard (RTH), a Boston-based community development organization, seeks a collaborative and galvanizing professional with expertise in both programs and business operations to become the Senior Program Director of the RTH Community Center (Senior Program Director), a state-of-the-art building that anchors the organization's resident-centered approach to safe and healthy living. This is a compelling opportunity for a sophisticated relationship builder, an innovative administrator, and a leader who can inspire coordinated action and enthusiasm to sustain a thriving and vibrant community.

Founded in the late 1960s, RTH is one of the most innovative and successful community development organizations in the Boston area. Never veering far from its original mission of preserving the vibrancy of Mission Hill, RTH has, over the last 60 years, invested in developing and maintaining safe, affordable housing for low- and moderate-income people of diverse backgrounds. Since its founding, RTH has developed 1,114 units of mixed-income housing and commercial space bounded by Francis Street, Huntington Avenue, and the Riverway. Today, RTH goes far beyond housing and offers a comprehensive suite of services and programs to its more than 2,196 residents, 35 percent of whom are seniors (55+) and 27 percent of whom are children (0-20).

The Senior Program Director will join RTH at a time of renewed energy and growth. With a new 112-unit high-rise development underway, the simultaneous rehabilitation of 109 historic apartments, a growing resident population, and increased partnership opportunities from its neighboring institutions, RTH is poised to continue to play a transformative role in defining quality of life in a vibrant and diverse neighborhood that is adjacent to the most important medical area in New England. Reporting to the Executive Director, the Senior Program Director will be an effective leader, a natural collaborator, and a skilled communicator who is capable of building trusting relationships with colleagues and constituents of diverse perspectives. The ideal candidate will have experience delivering quality and culturally responsive programs and services to individuals and families, preferably in a metro area where income inequality and systemic barriers play an outsized role in the health and safety of a community. They will be committed to being an engaged leader with a dedication to the RTH mission.

Roxbury Tenants of Harvard has retained Isaacson, Miller to assist in this important recruitment. Please direct all inquiries, nominations, and applications to the search firm as indicated at the end of this document.

## **ROXBURY TENANTS OF HARVARD**

RTH aims to develop, preserve, and maintain safe and affordable housing for low- and moderate-income people of diverse backgrounds in the Mission Hill neighborhood of Boston and to improve the quality of life for its residents. Through property management, construction and rehabilitation of properties, provision of social and educational services, workforce development, and community activism, RTH is ensuring residents are supported and encouraged to develop their fullest potential.

RTH has [1,114 apartments, townhomes, and multi-family homes](#) that serve individuals and families as their needs evolve. The Mission Park community is anchored by a high-rise tower and three mid-rise apartment buildings. The newly constructed Mosaic on the Riverways consists of rental units and affordable and market-rate condos. The Mosaic is also home to the RTH Early Education Center, which is operated by the YMCA of Greater Boston. The remaining units are commercial properties, townhomes, and multi-family homes.

Beyond the physical environment and housing at RTH, more than 50 employees support the deployment of [services](#) that span education, economic mobility, childcare, senior services, health, wellness, and nutrition. This comprehensive approach is made possible by an annual operating budget of \$10 million, a dedicated resident-led board of directors, and the passionate leadership of their executive director, [Karen T. Gately](#).

## **RTH COMMUNITY CENTER**

In 2014, RTH opened a state-of-the-art community center to bring greater access to health and wellness programs to its more than 2,000 residents. In the densely packed community surrounded by bustling streets and world-renowned medical institutions, the RTH Community Center has played an important role in ensuring safety for its young and senior residents, creating a space to socialize with peers, engage in physical activity, and discover new approaches to wellness year-round.

The 26,000-square-foot facility more than doubled the total available space for community convenings and programs. The three-level RTH Community Center is centrally located at 20A Vining Street. When you enter, you are greeted by the welcome desk and the main floor amenities that include a community room, group-exercise space, and fitness center outfitted with high-quality equipment, including machines that are adapted to people with different abilities. The upper level is comprised of two classrooms and the Johnathan Brody Teen Center. The lower level includes a regulation-sized basketball court and a performance studio.

To learn more about RTH and its comprehensive approach to ensuring the quality of life and how the Community Center complements the robust offerings, please visit: <https://roxburytenants.org/>

## **ROLE OF THE SENIOR PROGRAM DIRECTOR**

The Senior Program Director of the RTH Community Center will report to the executive director, Karen T. Gately, lead a staff of 23, and manage five direct reports and an annual budget of approximately \$3 million. They will serve as the primary advisor on all operational matters related to the facilities and programs housed at the Community Center. The Senior Program Director will have the direct management of the following program areas: Health and Wellness; After-School; Youth, Family, and Community Engagement; Youth Development; Sports; and Aquatics.

## **KEY OPPORTUNITIES AND CHALLENGES**

### **Provide strong and focused leadership**

The Senior Program Director will outline a clear vision for the RTH Community Center that is ambitious and captures the aspirations of its diverse resident community. The Senior Program Director will create, develop, and implement high-quality programs that are responsive to the expressed needs of residents of RTH and push the boundaries to be creative and innovative. To this end, they must prize regular and transparent communication with residents, strengthen operational systems and processes, and be data-driven, measuring impact and outcomes.

### **Champion an inclusive community**

RTH aims to build a community infrastructure that nurtures a welcoming, desirable, and vibrant quality of life for people of diverse cultures and socioeconomic backgrounds. The Senior Program Director will embrace the racial, ethnic, and cultural diversity of the RTH community, including the richness offered by the wide array of languages spoken. With over nine languages spoken, including Cantonese, Spanish, Russian, Haitian Creole, Mandarin, and Swahili, the Senior Program Director must be sensitive to language accessibility needs, in addition to providing culturally relevant programming. The receptive leader will solicit community feedback and develop resident leaders to support RTH's mission and improve services, truly integrating programs and people in all aspects.

### **Cultivate and manage a strong team of dedicated professionals**

The engaged leader will set clear expectations for staff to ensure the safety and well-being of all who visit and participate in programming at the Community Center. Through strong internal relations, careful planning, and thoughtful implementation, the Senior Program Director will set a tone of professionalism. They must create and implement standards of operation that prioritize safety and establish a culture of

continuous learning that honors and rewards excellence in customer service. Integral to this effort is leveraging the team's strengths and providing robust opportunities for professional development.

### **Build and promote a brand that centers providing best-in-class programs and service**

As chief ambassador for RTH's Community Center, the Senior Program Director will be a visible leader across the community and organization. Balancing a measured presence at the Community Center and out in the community, the Senior Program Director will seek feedback and input on the quality of service and program delivery to continuously update and improve the suite of offerings for residents. They will also consider the expertise of the staff and empower them to bring to the forefront innovative programming and services that maximize the utility of the facilities.

### **QUALIFICATIONS AND CHARACTERISTICS**

RTH seeks candidates with the following experiences, characteristics, and abilities, understanding that no single candidate will have all of the ideal qualifications:

- Ability to develop a compelling vision and strategy and see it through successful implementation.
- Experience leading a comparably sized, complex unit with multiple constituencies.
- Proven track record of establishing clear decision-making processes and channels, including displaying confidence when making hard choices.
- Ability to recruit, grow, and retain talented professionals with a range of experience and tenure; success in nurturing a healthy, dynamic, and inclusive work environment.
- Grounded experience working with and on behalf of historically marginalized communities, specifically urban and low-income populations.
- Deep appreciation for the unique strengths and needs of the individuals and families served and a drive to increase accessibility and greater inclusion.
- Familiarity with program design, execution, and evaluation.
- Experience with facilities management and capital planning.
- Ability to communicate persuasively and cultivate strong relationships, both internally and externally.
- Unimpeachable integrity, ethics, high standards of excellence, and a collaborative orientation.
- Adept at change management; even keeled and calm, even when leading through challenges.
- Attention to and care for issues of diversity, community, and access.
- High emotional intelligence.

**APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged.

Donna Cramer, Partner  
Berlinda Mojica, Senior Associate  
Isaacson, Miller

<https://www.imsearch.com/open-searches/rthcc-senior-program-director>

Roxbury Tenants of Harvard is an Equal Opportunity/Affirmative Action Employer.