

DignityMoves

Managing Director, Housing Solutions

DignityMoves seeks an experienced development, building, or construction professional to reimagine innovative ways to build and deliver interim housing that is fast, cost-effective, and scalable. This is a unique opportunity to lead a talented team that is at the forefront of reimagining how cities respond to homelessness—with speed, innovation, and dignity.

DignityMoves identifies unused or under-utilized properties and oversees their transformation into thoughtfully planned communities that provide rapid housing solutions for individuals experiencing homelessness. The Managing Director of Housing Solutions (MDHS) will be the head of the entire Project Development function, the most substantial part of the organization's work. They will manage a team of project managers (initially four) as well as a portfolio of consultants, including a strategic partnership with the leading architectural firm Gensler. They will be responsible for simultaneously managing and delivering multiple projects on accelerated timelines. This role is accountable for developing scalable and replicable project management systems, while providing strategic leadership, oversight, execution, and operational best practices for DignityMoves' comprehensive real estate portfolio. The MDHS will work collaboratively with municipal officials, private landowners, nonprofit partners, architects, vendors, and professionals across a range of construction trades and disciplines to deliver effective, timely housing solutions.

The MDHS will have a dealmaker's sensibility and the tenacity and foresight to anticipate issues, cost overruns, and any red flags that delay opening. Desired experience includes real estate development (particularly at scale), building or construction of temporary shelters after disasters or for military encampments and mobile command centers, field hospitals, or temporary facilities for Olympic and sports villages, concerts, festivals, etc.

BACKGROUND

[DignityMoves](#) is pioneering the widespread adoption of Interim Supportive Housing (ISH) to address California's unsheltered homelessness crisis. Its innovative model utilizes temporarily vacant land, relocatable prefabricated housing units, and emergency building codes to build communities quickly, cost-effectively, and at scale. By harnessing the power of public-private partnerships and tapping into private capital, land, and creative funding strategies, DignityMoves empowers municipalities to implement ISH and move toward functional zero unsheltered homelessness. The organization's DignityNOW model challenges cities to ensure enough housing placements for everyone living unsheltered in their communities.

Headquartered in San Francisco, DignityMoves partners with municipal and private stakeholders to rapidly deliver interim housing that also serves as a hub for supportive services. Taking advantage of "Shelter Crisis" declarations – under which municipalities can waive many regulatory barriers – DignityMoves guides local governments in using their broad emergency authority to accelerate housing solutions. When they do, DignityMoves can build communities for \$50,000 per unit in just a matter of months. This speed and affordability make the model highly scalable. However, widespread success depends on leaders who can coach local agencies, navigate bureaucracy, and instill the urgency the crisis demands. DignityMoves' advocacy has also helped shape policy, including co-sponsoring California's Interim Housing Act (SB 1395), paving the way for broader adoption of interim housing statewide. For more about DignityMoves, read the [DignityMoves 2024 Impact Report here](#).

DignityMoves actively works with cities across the state to create bespoke solutions to street homelessness, with a current focus on the Bay Area, San Diego County, and Los Angeles. After opening the first two groundbreaking projects in San Francisco and Santa Barbara in 2022, elected

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officials and civic leaders were buzzing about DignityMoves' work: the simplicity of this practical approach took off like a rocket, accelerating demand across the state. As of August 2025, DignityMoves' total housing inventory includes 732 beds across 622 units in ten sites statewide. Its active pre-development pipeline includes 696 beds / 599 units in ten additional sites, representing communities in San Luis Obispo, two additional San Jose sites, two sites in Los Angeles, and four other communities.

As the demand is surging, DignityMoves needs the organizational capacity to meet this moment. The challenge is to take full advantage of the streamlining available under the crisis and break the "old ways" of complacency and patterns. DignityMoves will continue to experiment utilizing new building technologies such as 3D printing, sustainable materials, and innovative foundation systems. The relocatability of the units provides a very unique challenge: how to leave as little money behind (foundations, trenching, etc. custom to the site) when the units are relocated.

DignityMoves has a total program budget of over \$60M and an operating budget of \$5M with a staff of 12. Reporting to the Co-Founder and Chief Real Estate Officer, the Managing Director, Housing Solutions (MDHS) has four direct reports: VP Real Estate Development, VP Design Innovation, VP Construction & Project Manager, and Associate Project Manager. The MDHS teams with partner and vendor personnel that expand and contract with projects. This position collaborates closely with the "business development" team, who are responsible for bringing in new projects.

THE POSITION

This position will be a fascinating adventure for someone who has felt constrained by the "normal" way of building, hamstrung by red tape and multi-year processes. The MDHS provides strategic leadership, oversight, project execution, and operational management for DignityMoves' end-to-end real estate program: pipeline, site control, entitlements, design standards, construction delivery, and handoff to client and operator.

Priorities in the first year will be to:

- Create a dashboard/tracking system for instant visibility over numerous projects for seeing budgets, timelines, and flagging issues
- Create a system to accurately project true project budgets
 - Conduct a project recap assessment of lessons learned – why did projects go over budget?
 - Are there items DignityMoves expected cities to waive that they didn't? What?
- Reevaluate our project management approach to standardize the process, moving from bespoke projects to a template that we can "rinse and repeat."
- Assess our current approach to identify ways to further reduce time and cost and develop alternative solutions, building on the analysis already completed by the team
- Collaborate with the Chief Real Estate Officer in identifying the most promising innovative opportunities
- Manage the team of project managers to ensure they are high performing, working with urgency, and pushing the envelope on speed and cost
- Try new approaches – experimenting, risking new strategies while ensuring successful delivery

Key KPIs owned by the MDHS include:

- Speed to opening: LOI → Opening cycle time; schedule adherence; % on time openings
- Cost per bed; budget variance
- Safety and quality metrics; change-order rate
- Post-occupancy outcomes (handoff completeness, warranty performance)

PRIMARY RESPONSIBILITIES

LEADERSHIP & MANAGEMENT

- Hire, coach, and retain a high-performing, professional, mission-aligned team
- Drive a culture of professionalism, urgency, candor, and consistent delivery
- Develop multi-year market and site strategy (site archetypes, go/no-go criteria)

PROJECT DEVELOPMENT & DELIVERY

- Maintain a 12–24 month development pipeline with probabilities and capital needs
- Manage all preconstruction phases through to opening, including modular/traditional builds
- Run competitive sourcing processes
- Ensure quality assurance, quality control, and system commissioning
- Set and enforce trauma-informed design standards

TRANSACTIONS & ENTITLEMENTS

- Lead LOIs, DMAs, ground leases, and site licenses
- Oversee permits, environmental reviews, and utility coordination
- Standardize deal documents and terms across projects

CAPITAL STRUCTURING & FINANCE

- Build and manage detailed project pro forma financial statements
- Align sources/uses with a mix of public funding, philanthropy, and impact capital
- Manage compliance, reporting, and drawdowns with internal finance and development teams

ASSET & FACILITIES MANAGEMENT

- Set preventive maintenance standards, warranties, and service-level agreements (SLAs)
- Plan for long-term capital expenditures across the asset portfolio

DATA & OPERATIONAL CONTROLS

- Implement project controls, dashboards, and document management systems
- Use geographic information system-based tools for pipeline tracking and site analysis

EXTERNAL PARTNERSHIPS/RELATIONS

- Build and maintain partnerships with city, county, and state agencies
- Present at public hearings and secure entitlements, MOUs, and approvals

IDEAL EXPERIENCE & CHARACTERISTICS

The Managing Director, Housing Solutions will be an individual with sound judgment, a bias for action, and the resourcefulness to find creative solutions as situations arise. The MDHS will have the heart of someone who deeply understands the lives of the people who will benefit from interim housing developed by the organization and a commitment to equity, accessibility, and trauma-informed design. A combination of the following will be considered:

- 12+ years leading complex building, construction, or real estate development (affordable/supportive housing, modular/prefab, civic, or related); 5+ years at VP/SVP/Head level.
- Working knowledge of construction and design issues related to the affordable housing new construction development from concept to completion; a record of multi-site delivery under tight timelines and public scrutiny.
- Deep experience with site control, public land deals, utilities, and entitlements. Strong construction oversight (schedule, GC/vendor management, QA/QC, change control).
- Strong financial modeling skills with the ability to perform complex financial analysis is important, as is knowledge of affordable housing financing mechanisms; real estate finance

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fluency (pro formas, sources/uses, grants/compliance); data literacy; the ability to develop and manage by KPIs and dashboards.

- Public-sector partnership experience (cities/counties, housing authorities, state/federal programs); experience working with urban municipalities; political savvy; effectiveness with elected officials, staff, and communities.
- A team builder; comfort in planning, organizing, directing, and coordinating work of staff including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Organized; self-directed; prioritizes a variety of projects and multiple tasks in an effective and timely manner; makes sound recommendations and prepares effective technical staff reports; values a high level of customer service; experience in effectively dealing with the public, vendors, contractors, and staff.
- Exceptional oral and written communication skills, particularly in developing and delivering presentations for small and large audiences; a record of garnering support from constituencies of diverse cultures and backgrounds.
- Respects the expertise and opinions of others and uses information to guide decisions; collaborative and collegial style and approach to working with others; intrepid yet tactful; negotiates skillfully without driving themselves or others into a corner; has unquestionable integrity; demonstrates judgment and self-awareness.
- A hard worker with a high energy level; a “doer” with a willingness to work hands-on in developing and executing a variety of development and project activities.
- California experience (e.g., CEQA, HCD programs) plus at least one additional state.
- Familiarity with tools such as Procore (or similar), GIS, and modern workflow/reporting stacks.
- Bachelor’s in real estate, planning, engineering, construction management, or related; advanced degree/professional licensure a plus.

COMPENSATION & WORK CONDITIONS

The salary range for this position is \$220,000 - \$250,000, including comprehensive benefits. Final compensation range based on experience, market, and scope. This is a hybrid role with regular site/partner visits and occasional evening public meetings; the MDHS must be able to access active construction sites and comply with safety requirements.

DignityMoves is an equal opportunity employer and strongly encourages applications from candidates who reflect the communities we serve.

For more information please contact:

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