



Cross-Sector Systems Lead Position Description

Revised April 2026

About the Housing Network of Rhode Island (HNRI)

The Housing Network of Rhode Island (HNRI) was founded in 1992 as the state's association of nonprofit community development corporations. Collectively, HNRI's members have built thousands of affordable homes and initiated community revitalization projects that strengthen neighborhoods across Rhode Island. In 2017, HNRI launched the Housing Opportunities Initiative—now known as Homes RI—to build public will for affordable housing solutions statewide.

As HNRI looks ahead, its new three-year strategic plan marks an evolution from a member service organization to a broader alliance focused on advancing affordable housing solutions through coalition building, increasing public support, and policy advocacy. HNRI believes that safe, high-quality, affordable housing is a basic human right and the foundation for well-being. Grounded in equity, collaboration, and people-centered solutions, HNRI works to ensure that all Rhode Islanders live in safe, healthy, and affordable homes in thriving communities.

Overview of Position

The Cross-Sector Systems Lead will play a key role in advancing a collaborative initiative to strengthen housing stability and improve access to affordable, permanent housing across Rhode Island. By facilitating coordination among housing developers, service providers, and public agencies, this role will help remove systemic barriers, align resources, and foster stronger connections across the housing and service delivery continuum.

The Systems Lead is a relationship-builder and systems-thinker who thrives on facilitating collaboration and turning strategy into action. Working closely with the Executive Director and Director of Strategic Partnerships, this position will manage the day-to-day implementation of cross-sector efforts, facilitate work groups, and ensure that feedback from partners and stakeholders is gathered, synthesized, and shared to inform broader strategy. Specifically, this role will work on a project designed to increase housing accessibility for people impacted by substance use and opioid use disorders. This is a highly collaborative, detail-oriented role for a professional eager to support alignment, strengthen systems, and make a tangible difference in the lives of low-income and vulnerable Rhode Islanders.

Responsibilities:

System Coordination & Stakeholder Engagement – 35%

- Serve as the primary coordinator and trusted point of contact for cross-sector alliance partners working on priority areas identified by HNRI leadership.

- Convene and facilitate regular meetings, roundtables, and work sessions with housing developers, service providers, state agencies, municipal partners, and community-based organizations to ensure consistent communication and collaboration.
- Build, strengthen, and sustain collaborative relationships across sectors, cultivating a sense of shared ownership and accountability for advancing housing access, equity, and stability.
- Ensure that partner feedback, perspectives, and on-the-ground experiences are elevated and integrated into collective strategies.

Project Management & Implementation – 30%

- Lead the work planning, scheduling, and day-to-day coordination of grant-funded activities, ensuring clarity of roles, responsibilities, and timelines.
- Track progress toward deliverables, prepare reports for internal and external stakeholders, and maintain compliance with grant requirements and funder expectations.
- Maintain momentum across multiple projects by balancing attention to detail with an eye toward broader goals and outcomes.

Policy & Systems Alignment – 20%

- Identify structural, procedural, and operational barriers within housing and service systems that impede access, equity, or efficiency.
- Facilitate dialogue between practitioners and policymakers, ensuring local realities inform system-level solutions and statewide performance measures.
- Support the development of recommendations that streamline access, improve coordination, and strengthen equity in housing systems.

Data & Learning – 15%

- Collect, analyze, and synthesize both qualitative and quantitative data to inform decision-making, track progress, and measure impact in alignment with HNRI priorities and funder requirements.
- Develop tools, dashboards, or summary reports that make data accessible and actionable for stakeholders across sectors.
- Coordinate peer-learning sessions, practice exchanges, or working groups that promote knowledge-sharing, spread best practices, and support continuous systems improvement.
- Ensure that evaluation findings and stakeholder feedback are documented and communicated to inform ongoing strategy and refinement.

Experience & Education

- Bachelor's degree in public policy, urban studies, social work, community development, nonprofit management, or a related field required.
- Advanced degree in a relevant field (e.g., Public Administration, Urban Planning, Social Work, Public Health) preferred but not required.

- Equivalent professional experience may be considered in lieu of a formal degree, particularly when paired with lived experience related to housing insecurity or systems navigation.

Skills & Competencies

- Minimum of 5 years of professional experience in housing, homelessness response, social services, systems change, or related fields.
- Demonstrated success in coordinating complex, multi-stakeholder initiatives and facilitating collaborative processes that drive alignment and outcomes.
- Strong facilitation, relationship-building, and communication skills, with a proven ability to engage and support diverse audiences.
- Experience in project management, strategic planning, or continuous improvement methodologies strongly preferred.
- Deep commitment to racial equity, housing justice, and advancing community-driven solutions.
- Solid understanding of affordable housing systems, and/or service delivery frameworks, with the ability to connect practice to policy.
- Experience or background in behavioral health and/or recovery services is preferred.

Compensation and Benefits: This is a full-time, 40-hour/week position. The salary range offered is \$65,000 - \$75,000 annually. Benefits include 13 paid holidays, paid vacation, sick and personal time, health and dental insurance, insurance, flexible schedule (negotiated), professional development, and mileage/expense reimbursement when applicable.

Work Hours and Schedule: HNRI's standard business hours are Monday – Friday, 9:00am – 5:00pm. This position follows a hybrid work model, with employees expected to be on-site at our Warwick office three days per week. Adjustments to the hybrid schedule may be required occasionally based on events, meetings, or program needs.

Office and Equipment: HNRI maintains office space at 2181 Post Road in Warwick. Employees will be assigned a primary workspace which may be shared, and will be furnished with a computer with Office Suite, monitor, telephone, and wireless printing access. Use of any personal devices must comply with company policy. The building offers a parking lot and has both steps and ramp access. Located across from TF Green International Airport, the office is accessible by public transit (check RIPTA for available schedules).

To apply: Submit a brief cover letter and resume to Katie West at kwest@housingnetworkri.org with the job title in the subject line. Applications will be reviewed on a rolling basis until the position is filled with priority for applications submitted by Monday, May 4, 2026. We anticipate onboarding for this position to take place by summer 2026.