



## Principal – Senior Principal/Co-Team Lead

### Our Story

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Founded in 2005 by Jennifer LeSar, LeSar Development Consultants (LDC) collaborates with leaders in creating large-scale, lasting social change through customized consulting services focused on creating physically, economically, and environmentally resilient communities. Our approach weaves equity into effective solutions that embrace best practices. As a mission-driven consulting firm focused on housing policy, housing and community development, and homelessness, we provide innovative and strategic advisory services to a wide variety of clients in the private, public, philanthropic, and nonprofit sectors.

Our practice areas include:

- **Housing Policy & Resilient Communities.** Technical, pragmatic, and systemic-change solutions to address the housing shortage.
- **Homelessness Solutions.** Helping communities create equitable, innovative strategies to end homelessness.
- **Housing Policy Leadership Academy.** Accelerating housing policy capacity for influencers.

### Leadership & Culture

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LDC is led by an experienced senior staff of proven industry professionals dedicated to fostering a culture of inclusivity, transparency, and growth. As a member of the leadership team, the Co-Team Lead will report to the founder and CEO, Jennifer LeSar, and chief of staff, Rachel Ralston. The Co-Team Lead will join a dynamic team of six, including talented experts with decades of experience in the private, nonprofit, and public sectors. Working collaboratively, we leverage our expertise, experience, and creativity to solve complex, multi-disciplinary challenges and make positive, lasting change in communities.

### Benefits & Features

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- Salary: \$120,000 - \$140,000 with the potential for 25% of base salary in performance-based bonuses
- Reimbursement of up to \$100 per month for cell phone and/or home office internet expenses and up to \$25 per month for home office supplies
- 401(k) plan, with firm contributions of 3% of compensation per plan year
- Medical, dental and vision coverage, long-term disability, and life insurance
- Requested paid time off as needed
- 11 paid holidays

### Location

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This role will primarily be remote, with a preference for a candidate based in Southern California.

### Travel

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This role will be expected to travel to San Diego at least once monthly and be available for travel within California and nationally at least 20% of the time.

## **Position Summary**

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The Co-Team Lead is a key member of LDC's leadership, working collaboratively to help set the vision, direction, and tone for the firm and the Homelessness Solutions Team. This position oversees homelessness policy and programming throughout California and collaborates with the other Co-Team Lead responsible for activities at the national level. Together, they manage a team of five. This is a high-profile position within our organization and the sector as they collaborate with executives at the local, state, and national levels. The Co-Team Lead role offers an excellent opportunity for a dynamic, innovative, and strategic leader with exceptional people skills and expertise in safety net systems serving vulnerable and underserved populations to advance our Homelessness Solutions work.

## **Duties & Responsibilities**

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### **Client Work**

- Oversee the planning, implementation, wrap-up, and evaluation of client work, ensuring that the firm delivers consistently at a level of excellence for each client.
- Evaluate each client and design the work so their needs are met, ensuring they understand and implement best and promising practices.
- Proactively coordinate with other firm teams and external partners to bring forward an optimal package and level of services for each client within their budget allocations.

### **Business Leadership, Management, and Development**

- Provide business portfolio oversight including managing the client and the internal teams delivering services.
- Cultivate and manage relationships with new and existing clients.
- Contribute to and engage in business planning and strategy development.
- Conduct business development in designated geographical and subject matter areas, collaborating cross-departmentally to prepare written proposals and participate in meetings to align the firm's assets to maximize revenue opportunities for the firm.
- Participate in internal relationship planning and evaluation meetings.
- Represent the firm and leadership team in a professional manner externally and internally.

### **Team Development and Management**

- Work with the national Co-Team Lead to develop, manage, and achieve revenue projections through diligent team workload planning, sound client budget management, and prudent use of marketing and professional development resources.
- Oversee talent and performance development of the Homelessness Solutions Team in conformance with the firm's internal career pathways plan; collaborate with and mentor junior staff on other teams as needed.
- Monitor, track, and coordinate staff assignments to ensure timely completion of projects.
- Monitor schedules of performance to ensure compliance and timely project completion.
- Support the firm's management systems and maintenance of systems for monitoring policy developments, funding opportunities, and trends in homelessness and other designated areas.
- Maintain ongoing communications with internal team members, clients, and external stakeholders as appropriate to fulfill contractual obligations on time and within budget.

## **Background Profile**

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- A solid fundamental understanding of and experience with external systems change leadership.
- Best practices in ending homelessness including deep knowledge of the spectrum of proven and emerging housing and services solutions.
- Experience with leading and managing a team, internal team collaboration, and talent development, including client management experience.
- Superb business acumen: able to devote attention to both short-term and long-term objectives, effectively manage multiple priorities with competing deadlines, and with a keen eye for detail; excellent follow-through.
- Demonstrated success in project management, community group facilitation, and creating and delivering engaging presentations to public- and private sector-leaders.
- Excellent communication skills, oral and written; demonstrated ability to effectively communicate with various internal and external stakeholders.
- Experience leading with a racial justice and equity-centered lens is preferred.

## **For more information or to apply, please contact:**

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Sarah Thompson, Director, Blair Search Partners  
1855 First Avenue, Suite 300, San Diego, CA 92101  
[Sarah@blairsearchpartners.com](mailto:Sarah@blairsearchpartners.com)