



HR Consultant – Executive Director Search

Mission-Driven Work

Job Type: Contract | Project-Based

Reports to: Board Co-Chairs and Executive Director Search Committee Chair

Compensation: up to \$40,000

Location: Louisville, KY (Remote)

Deadline to Submit Materials: Monday, June 15, 2026

About Us

Russell: A Place of Promise (RPOP) invests in the people and places of Louisville, Kentucky’s historically Black Russell neighborhood to build Black community wealth without displacement. RPOP is organized as a 501(c)(3) nonprofit community land trust that aims to preserve affordability through its real estate investments in owner-occupied housing, rental housing, commercial, and community spaces for Russell residents, business owners, faith-based institutions, and community organizations. Our work is guided by the Russell Partnership Pledge, a set of shared values developed and co-written with Russell residents.

RPOP’s theory of change involves investing in people first to solidify long-term authentic partnership with Black residents and centering resident leadership in organizational decision-making and strategy. This approach relies heavily on direct, sustained and wide-ranging relationship-building with residents, including hiring Russell residents as part of RPOP’s staff.

Investing in people before substantial investment is made in the “place” of Russell results in capital investments structured to be responsive to and rooted in the interests of Russell residents, restorative, equitable, resilient, beloved by the community. RPOP’s capital and programmatic investments are transparent and accountable to residents, provide opportunity for resident ownership, rely on residents as partners, add more value than they extract, and balance risks/ returns among stakeholders including residents.

For more information about RPOP’s past and current work, please visit www.russellpromise.com

Position Summary

Help Us Hire a Transformational Leader

RPOP is at a defining moment—and we’re looking for a strategic HR Consultant to lead the search for our inaugural Executive Director. If you’ve successfully placed executive-level leaders and know how to balance board expectations, community voice, and mission alignment, this is your opportunity to make a lasting impact.

What You’ll Lead

- Design and execute a full-cycle Executive Director search strategy
- Partner directly with the Board and Hiring Committee
- Shape the leadership profile and refine the job description
- Build diverse, mission-aligned candidate pipelines
- Create structured interview and evaluation tools
- Facilitate interviews and guide final selection
- Support offer development and onboarding strategy

What You Bring

- Proven success leading Executive Director / C-suite searches
- Experience working with nonprofits, community development, or real estate-focused organizations
- Confidence partnering with Boards and multiple stakeholders
- Strong, practical approach to equitable and inclusive hiring

Why This Role Stands Out

- High-visibility project with direct Board engagement
- Opportunity to shape leadership at a pivotal growth stage
- Mission-driven work with real community impact
- Potential for continued partnership beyond initial engagement

How to Apply

Email jobs@russellpromise.org with the subject line: HR Consultant – Executive Search

In the email body or a 1-page PDF, include:

- A brief summary of relevant executive search experience
- A high-level description of your approach
- Your general availability and engagement model
- Estimated timeline to complete project and costs

Applications will be reviewed on a rolling basis through Monday, June 15th, 2026. Selected consultants will be asked to complete a formal intake form and participate in next steps. Our final decision will be made by Tuesday, June 30th.