



## Chief Operating Officer (Integrator)

Organization: Beyond Shelter, Inc.

Location: Fargo, ND

Employment Type: Full-Time

Salary Range: \$98,400 – \$218,600 annually

Benefits: Comprehensive and competitive benefits package included

### About Beyond Shelter, Inc.

Beyond Shelter is a nonprofit developer dedicated to creating quality affordable housing that transforms lives and strengthens communities. We believe that providing housing to households has a meaningful social impact as Housing Matters. Housing is foundational to everything else. It is deeply connected to positive life outcomes including health, education, employment, childcare, transportation, wealth creation, and public safety. These elements are all interrelated, and without housing, nothing else works. At Beyond Shelter, we understand that housing is not just a structure, it's the cornerstone of opportunity, stability, and thriving communities.

### Position Summary

We are seeking a strategic, execution-focused Chief Operating Officer (COO) to serve as the Integrator to our Visionary CEO. This role is ideal for a seasoned leader who thrives on turning vision into reality, aligning teams, and driving operational excellence. The COO will be responsible for harmonizing all major functions of the organization, ensuring accountability, and creating clarity across departments.

This is a high-impact leadership opportunity for someone who values **integrity**, builds strong **relationships**, pursues **excellence**, delivers **quality**, and believes in the power of **teamwork** —Together Everyone Achieves More.

### Key Responsibilities

- **Operational Leadership:** Oversee day-to-day operations, ensuring alignment with strategic goals and mission.
- **Team Integration:** Foster cross-functional collaboration and communication, ensuring departments work in sync.
- **Execution & Accountability:** Drive execution of strategic initiatives with precision and urgency. Ensure plans are implemented effectively and outcomes are measured.
- **Process Optimization:** Develop and refine systems, processes, and Key Performance Indicators to improve efficiency and impact.
- **Strategic Planning:** Partner with the CEO and leadership team to develop and implement long-term strategies.
- **Culture & People:** Champion a culture of accountability, transparency, and mission-driven excellence. Promote the philosophy of "TEAM – Together Everyone Achieves More."

## Ideal Candidate Profile

- Proven experience in a senior operational leadership role.
- Strong organizational, analytical, and problem-solving skills.
- A relentless commitment to operational excellence and continuous improvement.
- Exceptional communication and interpersonal abilities.
- A dependable leader who can be counted on to get the job done and inspire others to do the same.
- Belief in the power of accountability and team success.
- Embodies Beyond Shelter's core values: Integrity, Relationships, Excellence, Quality, and Team.
- Experience with affordable housing development or community-based initiatives is a plus.

## Why Join Us?

- Be part of a passionate team making a tangible difference in people's lives.
- Lead operational strategy for a growing organization with a bold vision.
- Work alongside a visionary CEO in a dynamic, purpose-driven environment.
- Enjoy a comprehensive and competitive benefits package that supports your well-being and professional growth.

## How to Apply

Please submit your resume and cover letter detailing your interest in the Integrator role and alignment with Beyond Shelter's mission and values, along with BSI's general application to [sleach@beyondshelterinc.com](mailto:sleach@beyondshelterinc.com).

**EEO** - Beyond Shelter, Inc. is an Equal Opportunity Employer.