



QUESTIONS & ANSWERS

Executive Search Services - Chief Executive Officer Recruitment

QUESTION 1

Why are you looking for a CEO now?

The interim CEO requested 6 months after her appointment to stabilize things before we moved forward with the search for a permanent CEO. The intent was always to do a formal search for the next permanent leader of SSHD and we started this process at the agreed upon time.

QUESTION 2

The RFP mentions that this process should remain confidential. Does this mean you do not want anyone to be aware that SSHD is hiring a new CEO or does the confidentiality only apply to people outside of the hiring committee learning about the applicants that are involved in the process?

The latter. As a public entity, the fact that we are doing a CEO search is public knowledge. We have discussed our hiring plan and the pay range of the CEO at our monthly board meetings that are open to the public. The confidentiality requirement applies to maintaining privacy around the applicants that are being considered during the process.

QUESTION 3

Can you let us know what information went into determining your compensation range and what that range is?

We worked in compensation consultants in late 2025 who generated a report on compensation levels for all of our C suite positions. Our COO added to that information by looking at comparable organizations across the county and adjusting the salaries based on the cost of labor. The position range is \$285,000-\$360,000.

QUESTION 4

The RFP calls for a National Search but also highlights the need for an understanding of the local political and affordable housing ecosystem. What is the balance you are looking for between those two considerations?

Given the nature of the Social Housing Developer as a new organization that was created through public support, understanding the political climate of Seattle and the larger affordable housing ecosystem of the area will be critical to the CEO being successful. However, we recognize that candidates may have worked in Seattle in the past but not live here presently or gained that knowledge through other means. Looking for candidates across the country ensures that we are not eliminating qualified candidates who have the knowledge but don't currently live in the area. They would be required to move to the Seattle area if they accepted the position.