



Program Officer - Affordable Housing & Impact Investing

About the Roy and Patricia Disney Family Foundation

The Roy and Patricia Disney Family Foundation (RPDFF) is a private family foundation committed to advancing social justice, equity, and opportunity for communities that have been historically marginalized. The Foundation supports work at the intersection of affordable housing, criminal justice reform, and environmental justice. RPDFF uses a full range of philanthropic tools—including grantmaking, impact investing, and policy engagement—to advance community-centered solutions and shift systems toward greater fairness and resilience. Guided by its values and a commitment to learning, partnership, and accountability, the Foundation works alongside grantees, practitioners, and field leaders to deploy capital in ways that support long-term, equitable outcomes.

About the Opportunity

The Roy and Patricia Disney Family Foundation (RPDFF) is seeking a Program Officer to lead its Affordable Housing Preservation work while contributing to the Foundation's growing impact investing platform. This role is well-suited to experienced affordable housing practitioners, community development professionals, housing policy leaders, or impact investors interested in applying their real-world expertise in a philanthropic setting.

Reporting to the Chief Executive Officer, the Program Officer plays a leading role in advancing RPDFF's affordable housing and community preservation goals while supporting the Foundation's commitment to aligning 100% of its assets with its mission. The role offers a unique opportunity to move from direct practice, investing, or policy work into a position that shapes strategy, deploys flexible capital, and contributes to field-wide learning.

The Program Officer serves as the Foundation's internal lead for Affordable Housing Preservation, overseeing grantmaking and strategy development focused on Community Land Trusts, tenant protections, and policy approaches that preserve and expand access to affordable housing—particularly in New Orleans and Los Angeles. The role integrates grantmaking, field-building, policy engagement, and impact investing to support durable, community-centered housing outcomes.

In parallel, the Program Officer contributes to the design, execution, and management of RPDFF's impact investing portfolio, using debt, equity, and guarantees to complement grantmaking and advance housing and other programmatic objectives. Candidates may come from affordable housing development, CDFIs, housing finance agencies, public-sector roles, or impact investment firms and are excited to translate applied experience into a foundation context.

As with all staff at RPDFF, the Program Officer is expected to demonstrate a deep commitment to racial equity, housing justice, and the Foundation's mission and Guiding Principles. This position will be working within a lean, hands-on team of four staff members, where collaboration, flexibility, and shared problem-solving are important. Team members wear multiple hats and lead both internal and external projects in service of our grantee partners and the broader fields we work in.

Key Responsibilities

Affordable Housing Preservation & Grantmaking (Primary Focus)

- Lead RPDFF's Affordable Housing Preservation strategy, drawing on practical experience in housing development, finance, policy, or advocacy.
- Design and manage a portfolio of housing-related grants, including strategy development, due diligence, grantee partnership, and performance monitoring.
- Conduct field-building research on affordable housing preservation, community land stewardship, and emerging policy and financing models.
- Engage housing practitioners, advocates, policymakers, and residents to inform strategy and ensure responsiveness to community needs.
- Identify opportunities to strengthen housing outcomes by aligning grantmaking, policy engagement, and impact investing.
- Track and assess housing outcomes and incorporate learning into future strategies and capital deployment.

Impact Investing & Capital Strategy

- Contribute applied housing or investing expertise to the development and management of RPDFF's impact investing portfolio.
- Identify and assess investment opportunities that complement affordable housing and community development strategies.
- Conduct financial and impact due diligence, including credit analysis, risk assessment, and evaluation of social outcomes.
- Structure and underwrite investments to achieve both mission and financial objectives.
- Prepare and present investment recommendations to the Investment Committee.
- Participate in transaction closings and ongoing asset management in partnership with external advisors.

Field Leadership, Learning & Collaboration

- Build and maintain relationships with housing leaders, co-investors, and mission-aligned capital partners.
- Represent RPDFF at conferences, convenings, and public forums related to affordable housing, community development, and impact investing.
- Convene external experts to inform strategy and strengthen the Foundation's role as a learning partner in the field.

- Partner with staff and consultants to assess, evaluate, and disseminate programmatic and investment results.
- Actively contribute to team effectiveness, collaboration, and a culture of learning and accountability.

Minimum Qualifications

- Significant experience in affordable housing, community development, housing policy, housing finance, impact investing, or a related field.
- Interest in transitioning applied practice or investing experience into a philanthropic or foundation-based role.
- Demonstrated commitment to racial equity, housing justice, and social justice.
- Experience working effectively in inclusive, multidisciplinary teams and across diverse communities.
- Strong analytical, interpersonal, and communication skills, with the ability to translate complex housing and financial concepts for varied audiences.
- Ability to synthesize complex information, identify strategic opportunities, and maintain a systems-level perspective.
- Creative, solution-oriented thinker with a track record of contributing new ideas and approaches.
- Willingness and ability to travel for site visits.
- Bachelor's degree in urban planning, public policy, finance, or a related field (or equivalent experience required). Advanced degree preferred.

Compensation & Application Information

The Foundation offers an excellent benefits package and a competitive salary that is commensurate with experience. This position is based in Los Angeles, CA, and will require some travel, mainly in the U.S., to visit grantees and represent the Foundation at key events and conferences.

The salary range for this position is \$95,000 to \$115,000.

To apply, please submit a cover letter and resume to Careers@rpdff.org. Applications will be reviewed on a rolling basis, and the position will remain open until filled.

Equal Opportunity & DEI Statement

The Roy and Patricia Disney Family Foundation is an equal opportunity employer and is committed to building a diverse, inclusive, and equitable workplace. We encourage applications from individuals of all backgrounds, identities, and lived experiences, including people of color, women, LGBTQ+ individuals, people with disabilities, and those from communities most impacted by the issues we seek to address. All employment decisions are made without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other protected characteristic.

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