

## **NWGHA POSITION DESCRIPTION: “EXECUTIVE DIRECTOR”**

**REPORTS TO:** Northwest Georgia Housing Authority Board of Commissioners (BOC).

**JOB SUMMARY:** Provides leadership, oversight, and organizational direction to the Public Housing Authority (“PHA”) and also to its two robust and active non-profit Corporations. Provides guidance and staff support to the Housing Authority Board of Commissioners. Administers all programs, policies, and personnel of the Housing Authority to include housing management, maintenance, construction projects, finance, and personnel including grant writing, community development and housing redevelopment or development often involving RAD deals and the issuance of LIHTCs.

Northwest Georgia Housing Authority (“NWGHA”) operates 650 public housing units; 546 RAD or LIHTC units; 19 Home Units; along with Section 8 / HCV program units for a total (inclusive of all units) of approximately 2,740 units being administered.

**SUPERVISION:** Manages, leads, and directs, either directly or through subordinate levels of supervision, approximately 70 employees, accompanying housing programs, (i.e., public Housing, Section 8 - HCV, LIHTC), and future planned development (RAD) projects of NWGHA.

**DESCRIPTION OF DUTIES AND RESPONSIBILITIES:** The following represent major essential and secondary duties of the position; however, the below is not intended to be all-inclusive. The Housing Authority BOC expressly reserves the right to change, reassign, revise, add, or combine job duties at any time in its sole and absolute discretion.

### **ESSENTIAL JOB FUNCTIONS:**

**1. Accountable for the overall administration of all Housing Authority**

**programs and projects.** Ensures that all programs are operated in compliance with all applicable regulations and within contractual budget parameters as approved by BOC. The work involves budget development and monitoring; accounting and finance activities and reports; grant proposals, housing management programs compliance; oversight of tenant and social services; approval and administration of contracting and procurement policies and actions; agency policy development and administration; facilities management; resolution of technical and/or administrative problems; and staff supervision, training, and professional development. Prepares or oversees the preparation of all ongoing PHA management audits and specialized reports for HUD regarding the Housing Authority’s activities, public-housing, Section 8, and LIHTC programs and services, including LIHTC financial reporting for converted RAD developments. Oversees the development of future budgets and affordable housing projects, future RAD and other LIHTC redevelopments as may be requested by the Board of Commissioners. Provides regular reports.

Oversees and responsible for supervision and oversight of NWGHA’s extensive programs and services, which include but are not limited to, administering YouthBuild Grant; Improving Neighborhood Outcomes in Disproportionately Impacted Communities Grant; administering Moving to Work goals; Choice Neighborhood Planning and Action Grant; implementing and administering planned Personal Care Home; administering Project SOAR Grant; overseeing ConnectHome USA program; administering Family Self-Sufficiency Program (FSS) and Resident Opportunity and Self-Sufficiency (ROSS Family) Program; oversight of Rome and

Rockmart Children's Academies; oversight of EnVision Center; oversight of Adult Education Program (GED); oversight of NWGHA's general contractor activities as a licensed GC; and administering HUD Section 811 Capital Advance Funding – Group Home program.

**2. Serves as Chief Staff Support to the Housing Authority's Board of Commissioners.** Develops, presents, and proposes agency agenda issues and items and accompanying recommendations related to visions, goals, programs, policies, contracts, and budgets to the Board. Regularly prepares and presents related progress and activity reports. Implements Board directives, policies, and strategic plans.

**3. Serves as Employee Relations Manager for the agency.** Works with Human Resources in evaluating agency organizational structure, job classifications, salary comparability, performance evaluations, annual budget, etc. and makes recommendations to the Board for improvements, developments, and improved progress while maintaining the organization's positive relationships with its employees and stakeholders.

**4. Participates in the development of new affordable and market value housing based upon community needs, including future RAD projects.** The Executive Director interfaces with lenders, local government officials, non-profit organizations, architects, contractors, Georgia DCA and others to investigate, recommend, and pursue new, creative approaches to expanding/improving local housing base, including RAD or LIHTC housing developments. The Executive Director also manages and serves as the President or CEO of NWGHA's two (2) Non-Profit Corporations; interfaces with lenders, local government officials, non-profit organizations, architects, contractors, realtors, and others, to investigate new and creative

approaches to improving and/or expanding local housing base.

**5. Represents the Housing Authority on a local, statewide, regional level to promote community awareness of housing programs and services.** Interfaces directly with media, public and private groups, boards, commissions, local, state, and national politicians and/or contacts, along with other professional associations, where needed. Makes presentations to groups and/or individuals to elicit information, solicit business and to promote the agency's services and objectives, when needed. Develops, or oversees the development of brochures, reports, news releases, and other information and/or marketing documents. May serve on boards of related associations, non-profits, and/or other groups.

**6. Performs other essential duties and tasks as may be assigned by the Board in its sole and absolute discretion.**

#### **QUALIFICATIONS:**

**Mandatory Qualifications:** The individual must possess the following knowledge, skills and abilities or be able to explain and demonstrate that s/he can perform the essential functions of the job, with or without reasonable accommodation, using some other combination of skills and abilities.

1. Requires a thorough and extensive knowledge of the principles and practices related to the overall administration of a public housing agency to include personnel management, budgeting, financing, marketing, reporting, policy development and implementation, and program administration, (i.e., public housing, Section 8 - HCV, and LIHTC housing management).
2. Knowledge of federal grant application development and the ability to learn and interpret state and federal-assisted

housing programs, laws and regulations including interpretation, development, and implementation of policy directives and changes; program compliance; budgeting and finance requirements. Extensive experience working directly in PHA programs in a supervisory or Executive Director capacity with direct budgetary responsibility or oversight is preferred, including each of the programs referenced above.

3. Requires competent knowledge of real estate development (including financing, design, construction and management). Requires the ability to read, understand and negotiate contracts, along with competent knowledge of landlord-tenant and fair housing laws, along with HUD guidelines.
4. Requires extensive experience in HUD programs and regulations, managing a governmental agency and personnel, including the ability to communicate, train, counsel, and discipline employees effectively, to conduct effective performance appraisals and to create a harmonious and efficient working environment.
5. Requires strong written and verbal communication and interpersonal skills as direct communication with supervisors and employees, either individually or in groups, which is an integral part of this job. Evidence of ability to conduct and experience in conducting effective presentations before public and private agencies, government officials, and other groups or individuals.
6. Must be able to develop and implement extensive contacts and interact with a variety of community groups, government officials, contractors, developers, architects, realtors, Georgia Department of Community Affairs, and other individuals, including persons of varying knowledge and educational levels to elicit information

and effectively design, implement and maintain existing and potential new housing programs or redevelopments.

7. Must maintain a personal ethical foundation to foster public trust and maintain professional, honest, and ethical conduct at all times. Must also be diligent, responsible, committed and hard working.

**Secondary Qualifications:** The following attributes will significantly enhance an individual's chance for success in being selected – which qualifications are very desirable:

1. Previous experience as an Executive Director for a PHA, HUD, and/or like organization.
2. Knowledge or direct working experience or training in building codes and construction.
3. Knowledge of tenant-landlord laws, HUD's Section-8 Housing Choice Voucher Program, HUD's RAD program, and HUD regulations.
4. Knowledge of database, e-mail, use of Internet, spreadsheet and word processing software.
5. Knowledge or experience in LIHTC and/or RAD developments or rehabilitation of housing developments.

**EXPERIENCE AND TRAINING:** Must be a graduate from a four-year college or university with a bachelor's degree in business/public administration or an applicable housing field; and at least five (5) years responsible administrative experience including at least three (3) of those years in a supervisory or management capacity with fiscal oversight including housing and budgetary management and/or community and housing development or working directly with or for HUD in similar areas involving public housing and/or Section 8

programs; along with training and experience that ensures the ability to perform the duties and responsibilities of the position. Prefer candidate to have three (3) years prior experience as a PHA Executive Director or prior HUD experience in administering public housing and housing choice voucher programs, etc., along with a working knowledge of Fair Housing, Section 504, HUD and RAD requirements, regulations, and guidelines.

Must have documentation evidencing being a certified Public Housing Manager; must relocate to Floyd County, Rome, Georgia.

**PHYSICAL REQUIREMENTS AND OTHER DEMANDS OF POSITION:** While performing the duties of the Executive Director position, the Executive Director is frequently required to communicate and exchange information with

others in person, in writing and via email and telephone, including interacting with tenants, government officials, and local law enforcement. The employee is required to reach and manipulate objects, tools, controls, or computers. The position requires operating equipment such as a computer, calculator, printer, and standard office equipment. Requires the physical ability to operate a motor vehicle and travel on a regular and ongoing basis to local, and regional sites and meetings, industry seminars, and to inspect properties or future developments. Requires ability to navigate and gain physical access to raw land, construction sites, and/or existing houses and buildings, possibly on rough or uneven terrain, to conduct preliminary and ongoing inspections or evaluations.