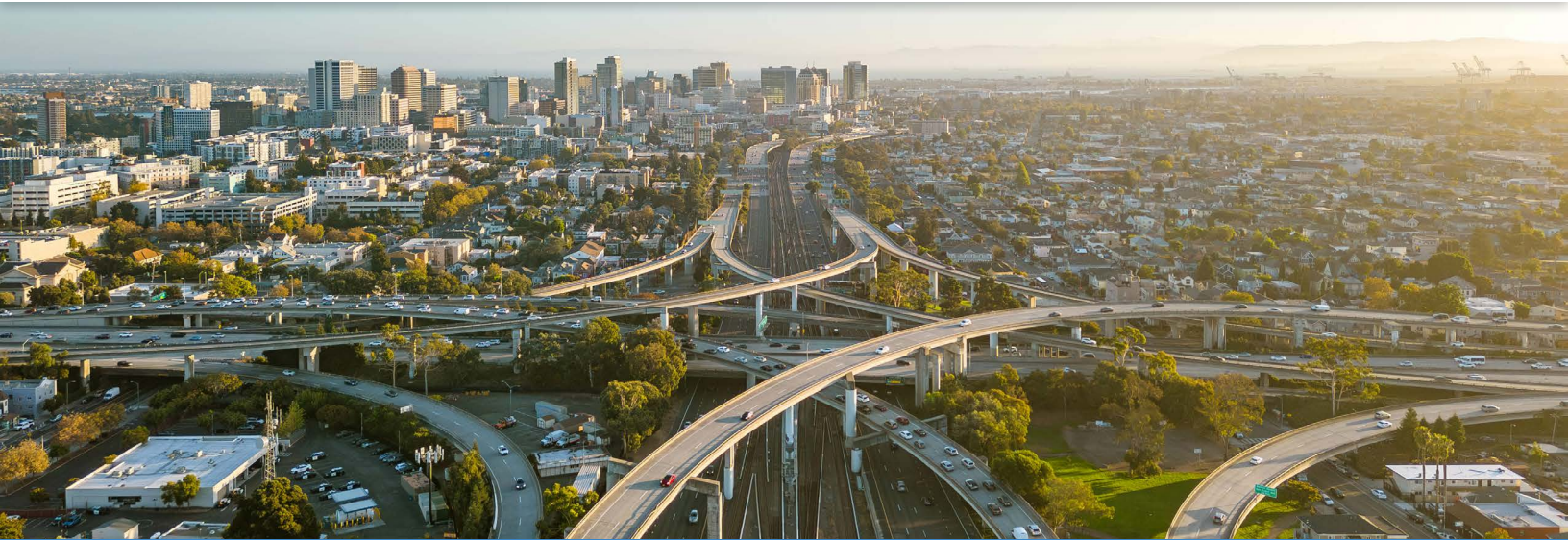


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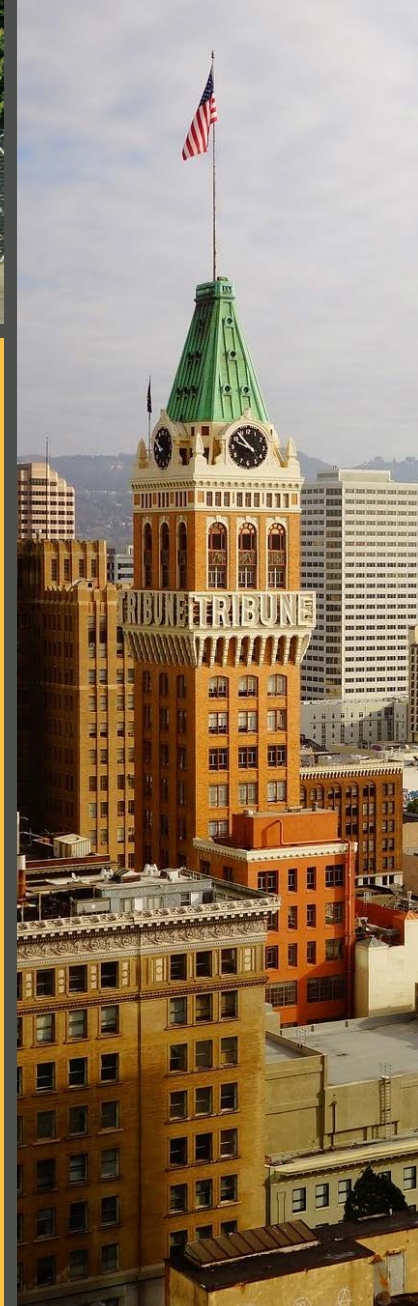
## DIRECTOR OF HOUSING OPPORTUNITIES

LEASED HOUSING DEPARTMENT OAKLAND HOUSING AUTHORITY

ANNUAL SALARY: \$206,951–\$239,999 DOE/DOQ

**T**HE OAKLAND HOUSING AUTHORITY (OHA) IS SEEKING A **DIRECTOR OF HOUSING OPPORTUNITIES** to strategically lead its largest department, which plays a critical role in providing housing assistance to over 14,000 families. This executive will oversee two Assistant Directors, 95 total staff, and a budget up to \$300 million. The Director will be responsible for the administration and delivery of OHA's housing assistance programs, including the Housing Choice Voucher program, Moving to Work (MTW) program, landlord engagement initiatives, and various other local and non-traditional housing programs. The Director of Housing Opportunities will work closely with OHA's leadership team to shape the mission, vision, and values of the department, leading the charge in transitioning from traditional program operations to a more dynamic and proactive approach to community care. The ideal candidate is a strategic administrator with the ability to discover and analyze data trends, forecast challenges, and proactively develop solutions that meet the needs of a diverse population. Make a lasting impact on Oakland's housing landscape, while being supported by a capable and experienced team—*apply today!*

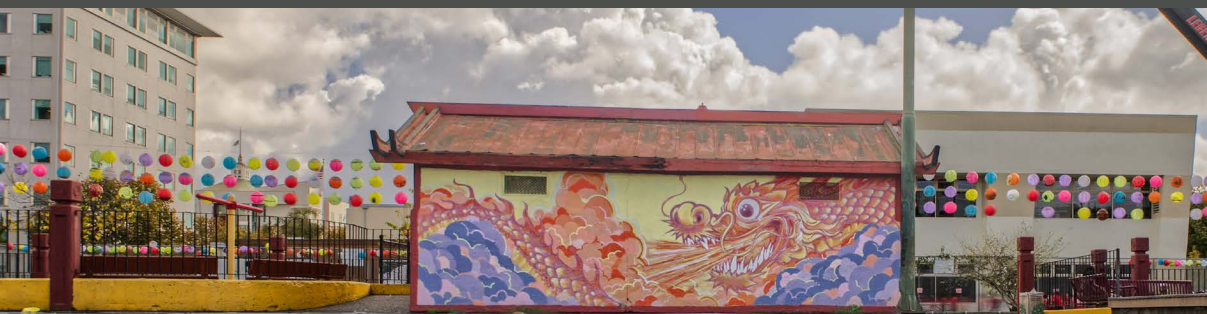




## THE COMMUNITY

**T**HE CITY OF OAKLAND HAS OVER 430,000 RESIDENTS, spans 78 square miles of land and water, and is located on the east side of the San Francisco Bay. Oakland boasts a unique blend of cultural heritage, affordable housing, and a thriving arts scene. It is truly a melting pot, representing nearly every ethnic group and over 125 spoken languages.

While Oakland is a bustling urban center filled with opportunities, the city is also recognized for its outdoor recreation, including scenic hiking trails in the nearby Oakland Hills and the beautiful shores of Lake Merritt, perfect for family outings or solo adventures. Visitors and residents alike can look forward to entertainment options such as award-winning music venues like the Fox Theater, a lively theatre culture that showcases local talent, and a vibrant food scene that features nationally recognized beer and numerous craft breweries that invite locals and visitors to explore a range of unique brews. Check out the Oakland Art Murmur—a resource to find current visual arts events, exhibitions, and tours throughout the city. Stroll around Uptown to see a variety of Art Deco buildings or head over to the Paramount Theatre that is now a National Historical Landmark. Major industries include business services, technology, healthcare, food processes, transportation, manufacturing, arts, and entertainment. With its welcoming community, rich cultural tapestry, and abundance of activities, Oakland is a dynamic place to live, work, and play.



# THE ORGANIZATION

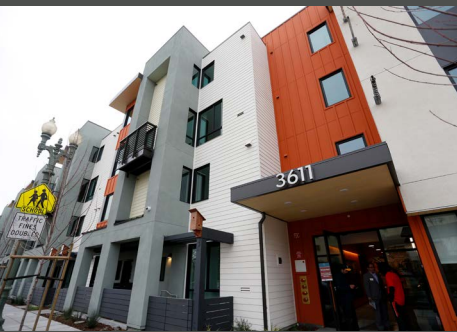
**OAKLAND HOUSING AUTHORITY WAS ESTABLISHED IN 1938** as Oakland's trusted and valued partner in the preservation and development of affordable housing and diverse, thriving, and welcoming communities. OHA works with community partners and stakeholders to develop and implement innovative solutions to the persistent issues of access to quality affordable housing, enduring poverty and lack of opportunity in America's very low-income neighborhoods.

OHA currently has over 370 dedicated employees across six major divisions, with its own accredited community **Police Department**. It is governed by a seven-member Board of Commissioners appointed by the Mayor of the City of Oakland, with the approval of the Oakland City Council.

CLICK  
LINK

## OHA MISSION STATEMENT

*To assure the availability of quality housing for low-income persons, to promote the civic involvement and economic self-sufficiency of residents, and to further the expansion of affordable housing within Oakland.*



# THE DEPARTMENT

**THE LEASED HOUSING DEPARTMENT** is responsible for administering the Housing Choice Voucher (Section 8), Project-based voucher, VASH, and Moderate Rehabilitation Housing Subsidy programs for approximately 14,000 households in the City of Oakland. The Department works with over 5,000 owners, landlords, and property managers, who provide affordable housing for resident clients throughout the city.

Oakland Housing Authority is one of just 139 agencies in the country selected to participate in the Moving to Work (MTW) program. MTW gives housing authorities more flexibility in how they use federal funds, allowing them to create and test new strategies that use resources more efficiently, help residents find jobs and become self-sufficient, and expand housing options for low-income families. Public housing authorities in the MTW have pioneered a number of innovative policy interventions that have been proven to be successful at the local level, and subsequently implemented in other cities. OHA is proud to serve the community as one of "America's Housing Policy Labs," demonstrating and evaluating new solutions that can be replicated across the entire country.

LEARN MORE ABOUT MTW

LEARN MORE ABOUT THE DEPARTMENT



# THE JOB & THE IDEAL CANDIDATE

## THE DIRECTOR OF HOUSING OPPORTUNITIES WILL OVERSEE

the Department's 95 staff, including two Assistant Directors, and a budget up to \$300 million while leading the administration and delivery of OHA's housing assistance programs, including the Housing Choice Voucher program, Moving to Work (MTW) program, landlord engagement initiatives, and other local and non-traditional housing efforts.

The ideal candidate will be a proactive leader with the ability to guide the department toward future success, focusing on innovation and continuous improvement. The position calls for a creative leader who is committed to moving the department beyond traditional public housing authority operations. The Director must be skilled at identifying data trends, forecasting challenges, and proactively developing solutions to ensure smooth operations and effective service to Oakland's diverse population for the next generation.

Collaboration and communication will be major facets of this role, as this Director will regularly engage with landlords, residents, staff, and the board. The Director will also work closely with IT, HR, and other departments while playing a pivotal role in the professional development of staff. Experience overseeing a union-represented workforce is highly desired, as the leader in this role will need to navigate the complexities of a unionized environment while fostering a collaborative and positive culture.

## CORE COMPETENCIES

*The Ideal Candidate will demonstrate the following core competencies...*

### Influential Leadership

Leads the Department through significant growth and transformation, motivates staff toward a shared purpose, and guides organizational culture.

### Team Management

Values and celebrates different perspectives, remains flexible to new ideas, and empathizes with staff when they need support or encouragement.

### Financial Acumen

Maintains strong financial controls, analyzes data, and monitors performance metrics for sound decision-making and effective budget management.

### Operations Thinking

Views the Department as a series of interlinking systems and processes, sees beyond the day-to-day to find opportunities to improve efficiency, customer care, access to critical services, and overall impact to the agency.

### Industry Knowledge

Understands Housing Choice Voucher, Moderate Rehabilitation, and the Shelter Plus Care programs, HUD regulations, contract negotiations, and housing inspection standards.



# MINIMUM QUALIFICATIONS

*Any combination of education and experience that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge, skills, and abilities would be:*

- ▶ Bachelor's degree in public or business administration, city planning, or a closely related field.
- ▶ A minimum of five (5) years of increasingly responsible management experience in Section 8 housing, property management, public housing, or community development.
- ▶ Possession of valid California Class C Driver's License; *must have and maintain an insurable driving record.*

## HIGHLY DESIRED

- ▶ Experience supervising staff.
- ▶ Experience managing a union-represented workforce.



# UPCOMING PROGRAMS & INITIATIVES

## STRATEGIC PLANNING.

Collaborate with leadership across the organization to create a strategic vision for the future of OHA, assess opportunities for successfully rebranding the Department of Leased Housing, and seek community partnerships to expand the network of care.

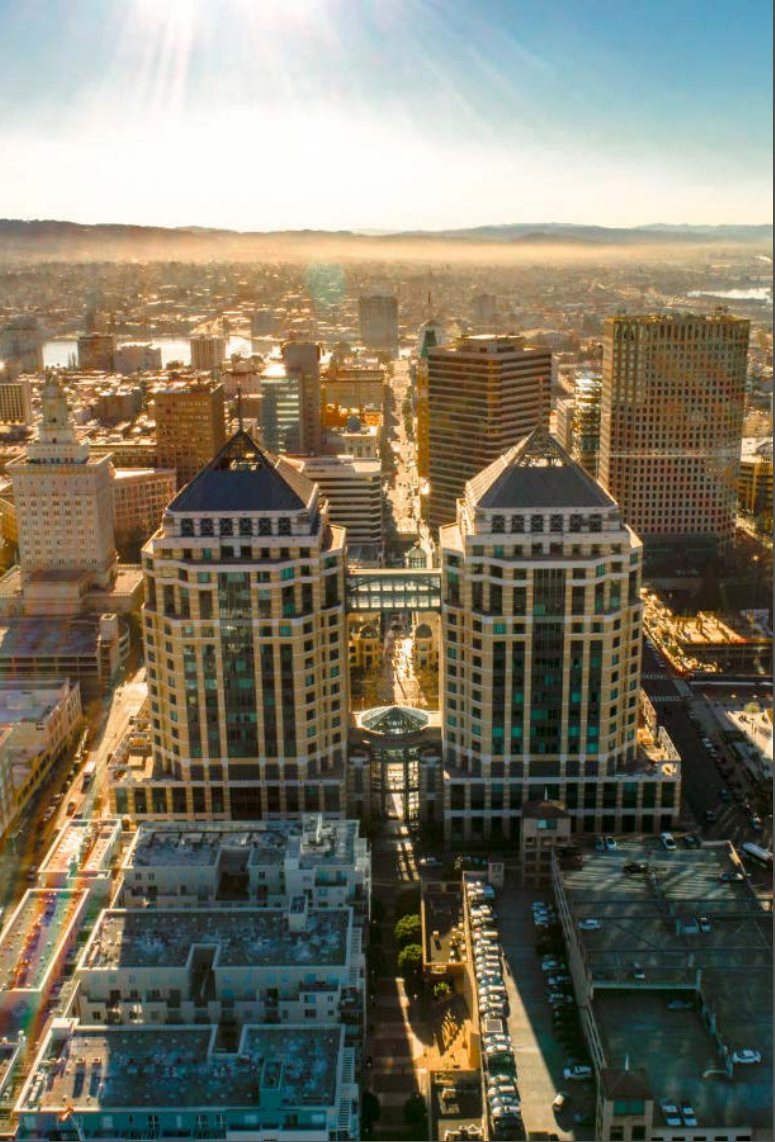
## PERFORMANCE MEASUREMENT.

Implement a performance dashboard to report monthly departmental impact and outcomes to the board.

## COMMUNITY OUTREACH.

Build credibility in the community, encourage families to seek services, and lead efforts to recruit and retain landlords through various incentive programs.





# SALARY & BENEFITS

Annual Salary: **\$206,951–\$239,999 DOE/DOQ**  
*plus* an attractive benefits package that includes:

**SICK LEAVE.** Accrued at the rate of one day per month.

**VACATION LEAVE.** New employees accrue 10 days each year.

**PAID HOLIDAYS.** 14 each year.

**ADMINISTRATIVE LEAVE.** 10 days each year.

**FLOATING HOLIDAYS.** 2 each year.

**RETIREMENT.** Authority is a member of CalPERS Retirement System and participates in Social Security and Deferred Compensation plans are also available to employees at their option.

**GROUP LIFE INSURANCE.** Fully paid.

**HEALTH, DENTAL, AND VISION INSURANCE.** The Authority pays up to 100% of the least costly family plan premiums for all employees.

*Relocation package negotiable for the ideal candidate!*

Management, supervisory, professional, and confidential employees are also entitled to a management benefits package allowance  
Learn more about **OHA Benefits**.

**CLICK  
LINK**

## HOW TO APPLY

For first consideration, apply by **NOVEMBER 26** at:

**WBCP JOB BOARD**



**SAVE THE DATES.** Virtual interviews will take place on **DECEMBER 10**. In-person interviews will take place on **DECEMBER 16**. Selected candidates must be available for both dates.

**QUESTIONS?** Please contact your recruiter, Levi Kuhlman, with any questions: [levi@wbcpsc.com](mailto:levi@wbcpsc.com)  
**541.664.0376** direct) | **866.929.9227** toll free