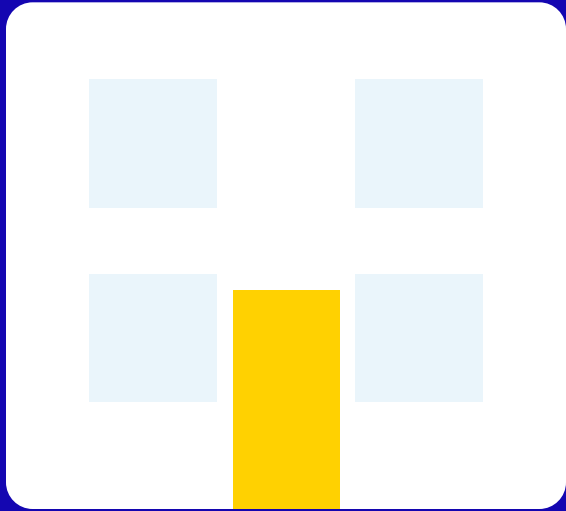




EXECUTIVE OPPORTUNITY

HOUSING DEVELOPMENT DIRECTOR

Lead a diverse affordable housing development portfolio with meaningful scale and community impact.

\$143,616 - \$192,456 annually*

Closing: September 15, 2026 | 11:59 PM Pacific

RESUME REVIEW BEGINS IMMEDIATELY

*Depending on qualifications, may be hired at the Assistant Director level.

Assistant Director salary: \$112,524 - \$150,792 annually.

ABOUT SHE

60+ years of building healthy homes & communities.

Self-Help Enterprises is a nationally recognized community development organization and a pioneer of mutual self-help housing in the United States.

68,000+

families helped

6,700+

families helped build homes

3,200+

affordable rental units developed

6,900+

homes rehabilitated

ORGANIZATION AT SCALE

A sophisticated platform for affordable housing.

SHE operates across California's San Joaquin Valley through six affiliated corporations and 31 limited partnerships.

215

employees

\$105M

annual revenue

\$22M

land fund

40+

active development projects

Real Estate Development is SHE's primary financial driver, consistently generating more than 60% of organizational revenue.

THE ROLE

Executive leadership with end-to-end development scope.

Reporting to Betsy McGovern-Garcia, Vice President, the Director is responsible for all aspects of SHE's housing development and finance.

\$4M operating budget

Plus oversight of a \$30M predevelopment land fund.

Team of 14

Including two Assistant Directors leading housing development and rehabilitation work.

Executive Leadership Team

Help develop, guide and advance SHE's organizational goals and mission.

Capital strategy

Partner with the CEO, CFO and Vice President on project selection, financing and cash flow.

WHAT YOU'LL LEAD

From site strategy to capital to construction.

DEVELOPMENT	Site acquisition, feasibility, due diligence, entitlements and project recommendations.
FINANCE	Capital strategy, funding applications, budgets, cash flow, developer fees and equity projections.
EXECUTION	Drive schedules, budgets, urgency, construction standards and quality control.
RELATIONSHIPS	Represent SHE with boards, public agencies, elected officials, funders and community partners.

MUST HAVES

Leadership + affordable expertise.

LEADERSHIP

A track record of effectively leading teams in complex, fast-moving environments.

LIHTC

Advanced expertise with Low-Income Housing Tax Credits.

REGULATORY

Working knowledge of CEQA, NEPA, entitlements, by-right pathways and related land-use regulation.

FINANCE

Ability to navigate complex financing, tax credit pricing, capital accounts and loan structures.

INFLUENCE

Strong communication and relationship-building across boards, agencies, lenders, funders and partners.

JUDGMENT

Strategic, resourceful and detail-oriented while managing overlapping priorities and deadlines.

APPLY NOW

Lead housing development with lasting community impact.

Housing Development Director | Visalia, California

Hybrid role with regular office/site presence and travel throughout SHE's service area.

\$143,616 - \$192,456 annually*

Applications close September 15, 2026 at 11:59 PM Pacific.

Resume review begins immediately.

selfhelpenterprises.org/careers

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EQUAL OPPORTUNITY EMPLOYER