



Executive Director



BALTIMORE HOUSING



Gans, Gans & Associates

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HOUSING IN THE CITY OF BALTIMORE

The Housing Authority of Baltimore City (HABC) was established in 1937 to provide housing for eligible households in Baltimore City. HABC receives federal funds to provide a public housing program and voucher housing assistance to Baltimore's low-income residents. HABC is the fifth largest public housing authority in the country, and is also one of thirty-nine public housing authorities that operate under a Moving to Work ("MTW") Agreement with HUD. In 2013 HABC received a portfolio award from HUD to convert approximately 4000 public housing units in its inventory under the Rental Assistance Demonstration (RAD). After completion of the RAD conversions, HABC will have approximately 7000 public housing units in public housing developments and scattered site properties in its inventory. In addition, Baltimore's federally-funded Housing Choice Voucher program provides approximately 13,000 families with rental housing subsidies each year.

During the past few years, HABC and the Baltimore City Department of Housing and Community Development (HCD) have essentially operated as one combined agency. The Pugh administration is seeking to separate these two entities and to select two individuals to lead the respective organizations.

GOVERNANCE STRUCTURE

Baltimore is an independent city, separate from surrounding Baltimore County. The Mayor is elected at-large for a four-year term, and is head of the executive branch. Baltimore's legislative body, the City Council, is comprised of 15 Council members. The Council President is elected at-large, while the other 14 Council members represent specific districts. All Council members are elected to serve four-year terms.

The HABC Board of Commissioners is appointed by the Mayor. This five member governing body sets policy on all key operational and financial matters in connection with the Authority's operation of the public housing program, administration of voucher subsidies, and development of affordable housing in accordance with HUD requirements. The five-member Board includes a Resident Commissioner.

Executive Director

The Executive Director serves as the principal leader and administrator of the HABC. The Executive Director is also the secretary of the Board and reports directly to the HABC Board of Commissioners. The work of the Executive Director involves planning, managing, and overseeing the operations, services, and programs of the HABC. This position requires excellent leadership ability, excellent communication skills, effective decision making, strategic thinking, and the ability to effect change and provide direction in program planning, development, and implementation. The Director oversees a staff of approximately 600 employees and an annual budget of approximately \$300 million.

Responsibilities

- Lead and direct the overall operations of HABC to provide decent, safe and affordable housing for eligible households;
- Develop a strategic plan for HABC with an emphasis on excellence. Establish, implement, and communicate goals, objectives, policies, and procedures in accordance with strategic plan;
- Work closely with HUD to ensure program compliance since HUD is the grantor of the federal funds for public housing and voucher assistance programs;
- Develop and maintain a collaborative relationship with the Resident Advisory Board, which is the City-wide organization representing the interest of public housing residents and voucher participants;
- Foster collaborative and innovative partnerships with city, regional, state, and federal agencies including HUD, community groups, industry organizations and the non-profit and private sectors;
- Prepare, present and administer the budget process for the HABC for HUD approval, and oversee budget expenditures; plan, supervise, and allocate human, financial, and material resources in order to meet HABC public housing and voucher program needs;
- Review legislation and assure compliance with laws, regulations, statutes, and codes that impact HABC operations;
- Operate an effective, responsive, and accountable organization that can attract and retain top quality staff and provide professional development opportunities to all staff in order to successfully innovate and implement the best practices to serve the evolving needs of residents;
- Measure performance through improved data collection, and build on existing staff efforts to analyze equity considerations in capital and operating budget decision-making.

Ideal Candidate

The ideal candidate is expected to have knowledge and understanding of, and extensive experience in, the Public Housing Program, Housing Choice Voucher Program, Capital Fund Program, the Moving to work Program; the Rental Assistance Demonstration; and other related HUD programs. The ideal candidate will be a confident, collaborative, and decisive leader with good judgment, strong professional presence, and an inspiring demeanor who can develop and sustain a highly functional public housing authority.

This includes:

- Previous executive level experience in managing, operating and administering public housing and voucher programs; Extensive knowledge of management in a large, complex urban environment;
- Knowledge of federal, state, and municipal housing laws and regulations;
- Experience in housing finance and operations;
- Proven ability to establish and maintain effective working relationships with HUD, other public officials, public/private/ nonprofit agencies, and the general public;
- A commitment to diversity, equity, and excellence;
- The ability to empower, develop, mentor, and motivate agency staff;
- Excellent communication skills;
- Political savvy and sensitivity to the interests of a wide-range of stakeholder groups, strategic partners, elected officials, and administrative colleagues.

Education & Experience

Education

- Bachelor's degree from an accredited college or university. A graduate degree is highly desirable.

Experience

- Five years of experience in the public housing and voucher programs to include progressively responsible executive level experience at a public housing authority.
- Experience working with, or for, the public sector is highly desirable.
- Any combination of education and experience that is equivalent to the above minimum qualifications is acceptable.

Residency

Residency Requirement

- Baltimore City residence is strongly preferred.

How to Apply

If you are interested in this exceptional opportunity, please submit a detailed resume immediately to:

Kimberly Sallie

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Should you have any questions in consideration of your own interest, or a referral of a colleague, please contact us at the number above.

The HABC and City of Baltimore are equal opportunity employers that strives to provide equal access to employment opportunities, services, and facilities without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability or veteran status. EOE/M/F/D/V



Baltimore is the largest city in Maryland, with a population of 621,849. The city is located on a harbor that leads to the Chesapeake Bay and it encompasses 80 square miles. Dubbed "Charm City", Baltimore is also called "a city of neighborhoods" because of its more than 280 distinctive residential areas. The city boasts a revitalized downtown and is home to 13 colleges and universities, including Johns Hopkins University, Morgan State University, and the University of Maryland Baltimore.

The second largest seaport in the Mid-Atlantic, Baltimore is a city on the edge of the next economy. Worldwide economic players headquartered in the city, like Under Armour, Johns Hopkins Hospital, and Advertising.com, are helping employ 265,000 Baltimoreans in over 13,000 businesses.

A historic and culturally rich city, Baltimore is the birthplace of the national anthem, Billie Holiday, and Upton Sinclair. The city has an artistic heart: it's home to the largest collection of Matisse masterpieces in the world, has the most public monuments per capita of any U.S. city, and is the muse to artists as diverse as John Waters, Dan Deacon, and David Simon.

The city's downtown area includes the iconic Inner Harbor waterfront that attracts millions of visitors each year, but it is more than a tourist destination.

Arts & Culture

A deep and rich cultural legacy, low cost of living, and broad array of arts institutions contribute to a flourishing arts scene that includes renowned institutions and events, and an evolving underground arts community that has nurtured acclaimed musical, visual, and performing artists and was hailed by *Rolling Stone* magazine for having the country's "Best Scene."

Artscape, which takes place each summer, is the country's largest free outdoor arts festival, attracting more than 350,000 people over a weekend. It is held in conjunction with the Janet & Walter Sondheim Artscape Prize, a prestigious juried competition that awards a \$30,000 fellowship to visual artists living and working in the area.

Each May, the Maryland Film Festival takes place in Baltimore, using all 5 screens of the historic Charles Theatre as its anchor venue. The theatre resides in the Station North Arts & Entertainment District, one of two designated areas across Baltimore. These districts are the newest edition to the city's cultural history that includes well-established institutions such as the Baltimore Museum of Art, the Walter's Art Museum, and new heavy-hitters such as the American Visionary Art Museum that is dedicated to works by outsider artists and the Reginald F. Lewis Museum of African American History and Culture.

Baltimore leaders in the performing arts include the Baltimore Symphony Orchestra, directed by Leonard Bernstein protégé, Marin Alsop. Large regional theatres at Center Stage and Everyman Theatre complement The France-Merrick Performing Arts Center, home of the Broadway showcase Hippodrome Theatre. There is also a host of smaller venues that include the Single Carrot Theatre and the Baltimore Theatre Festival, as well as community theaters such as the Fells Point Community Theatre and the Arena Players, which is the nation's oldest continuously operating African American community theater.



In addition to the Maryland Institute College of Art and the Peabody Conservatory, the city is home to the Baltimore School for the Arts, a public high school in the Mount Vernon neighborhood that is nationally recognized for preparing students in visual art, music, theatre, dance, and stage production.

Attractions

Baltimore's Inner Harbor is one of the most photographed and visited areas thanks to a variety of attractions that include: the Maryland Science Center, the National Aquarium in Baltimore, and the Port Discovery Children's Museum, not to mention a wide variety of restaurants, shopping, nightlife, and the sports complex at nearby Camden Yards, home to both Oriole Park and M&T Bank Stadium.

Citywide attractions include the cultural and the quirky, from the Dental Museum to the B&O Railroad Museum, and the Museum of Industry to the American Museum of Visionary Arts. Visitors and residents alike enjoy historic, cobblestoned neighborhoods, modern art, and a major network of urban parks and bike trails. Entertainment venues such as the Baltimore Arena and Power Plant Live attract record crowds.



The twice-annual Baltimore Restaurant Week is the oldest and biggest such promotion in the region, putting the spotlight on the distinctive local ingredients and some of the most innovative chefs in the country.

Primary and Secondary Schools

The city's public schools are managed by Baltimore City Public Schools and include schools that have been well known in the area: Carver Vocational-Technical High School, the first African American vocational high school and center that was established in the state of Maryland; Digital Harbor High School, one of the secondary schools that emphasizes information technology; Lake Clifton Eastern High School, which is the largest school campus in Baltimore City of physical size; the historic Frederick Douglass High School, which is the second oldest African American high school in the United States; Baltimore City College, the third oldest public high school in the country; and Western High School, the oldest public all-girls school in the nation. Baltimore City College (also known as "City") and Baltimore Polytechnic Institute (also known as "Poly") share the nation's second-oldest high school football rivalry.