



**HOUSING
AUTHORITY of
BALTIMORE CITY**

Manager, Choice Neighborhoods Initiatives



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 federally-funded public housing programs and related services for Baltimore's low-income residents. HABC is one of the largest public housing authorities in the country. Currently, HABC owns and manages 8,236 public housing units in 15 developments and has more than 600 employees. HABC serves over 19,500 households through public housing, the Housing Choice Voucher Program, HUD's Rental Assistance Demonstration Program (RAD), and other rental assistance programs.

Goals

"The Four Cs of HABC"

Communication - Create clear and consistent communication.

Community - Improve the housing and quality of life for the people we serve.

Customer Service - Increase efficiency, responsiveness, and accountability in the services we provide to our internal and external clients.

Collaboration - Build upon our commitment to strong partnerships with residents, employees, government, nonprofit and business communities.

Celebrating Over 80 Years of Public Housing in Baltimore

The Housing Authority of Baltimore City (HABC) has kept the promise of public housing alive. It has done so by maintaining and modernizing its buildings and enriching the lives of its residents through innovative social services, recreational and educational programs, and job training initiatives.

In 1937, the Federal government put into the hands of the states and localities the means with which to fight the slum menace. Baltimore was one of the many cities that took advantage of this opportunity. The cornerstone of Baltimore's public housing program was laid on December 13, 1937 under Mayor Howard Jackson. The formation of HABC was a pioneering vision that reshaped the city's landscape, replacing slum tenements with clean, safe and affordable housing for poor and working families. Now official city landmarks, Poe, Latrobe, McCulloh, Perkins, Douglas and Gilmor Homes were among the first homes HABC developed in the early 1940s.

Over the past 80 years, the work of HABC has been tremendous, but it is far from done. Its mission is the same as always, to ensure that all citizens of Baltimore have access to adequate and affordable housing opportunities in safe, livable and decent neighborhoods. Today, HABC is one of the nation's largest public housing authorities and Baltimore's largest landlord, serving over 40,000 people in public housing and nearly 30,000 in the Housing Choice Voucher Program.

What makes HABC successful is the dedication of its employees and its history of strong leadership. HABC will keep the promise of public housing alive until there is no longer a need.

Position Summary

The Manager, Choice Neighborhood Initiatives (CNI) for the Housing Authority of Baltimore City (HABC) will utilize strategic community building and organizing techniques to engage neighborhood stakeholders for purposes of establishing, promoting and enhancing neighborhood economic engagement, physical stability and quality of life enhancements that are reflective of and in keeping with the socio-economic and cultural diversity of the Perkins/Somerset/Oldtown (PSO) Neighborhood.

Key constituencies will include but are not limited to neighborhood residents, property and business owners, police department, city departments, elected and appointed officials, church leaders, service providers, nonprofit and for-profit developers, educational institutions.

Major Duties and Responsibilities

- Coordinate a collaborative process for addressing issues of neighborhood housing quality, public safety, economic development, small business development financing, neighborhood developmental reviews and potential community displacement impact.
- Assist with neighborhood business retention and outreach, establish a neighborhood wide crime watch program, formulate a neighborhood code enforcement taskforce, facilitate programming for technical skill development and enhancement and program enhanced cultural and recreational services within the defined neighborhood.
- Serve as liaison between the Choice Neighborhoods program stakeholders and the HABC Neighborhood Community leaders in the implementation of the CNI plan objectives, as outlined in the PSO Transformation Plan and the CNI Implementation Grant application.
- Serve as an advocate for the HABC Neighborhood regarding all aspects of the CNI plan.
- Represent the PSO Choice Neighborhoods Program at appropriate meetings, presentations and community events, as needed.

- Collaboratively develop and implement time specific plans to resolve identified community issues that arise in the CNI implementation process.
- Assist with the creation and distribution of communications on CNI grant activities and issues as they relate to the neighborhood, including website and newsletters.
- Build knowledge of appropriate community services and resources to make appropriate referrals for residents from the CNI neighborhood.
- Finalize and track Neighborhood outcomes for reporting to HUD and the PSO community.
- Contribute to maintenance of CNI calendar of events, organizational databases, and all records and reports for CNI, community stakeholders, and funders.

Behavioral Competencies

Strategic Capability and Leadership - Provides mission, sets direction, and inspires others to deliver on the organizational mandate.

Program and Project Management - Ability to plan, manage, and evaluate specific activities in order to deliver the desired outputs.

People Management and Empowerment - The development of employees, through mentoring, coaching, etc.

Problem Solving and Analysis (Resource Allocation and Analysis) - Ability to systematically identify, analyze, and resolve existing and anticipated problems in order to reach optimum solutions in a timely manner.

Job Knowledge - Exhibits requisite knowledge, skills, and abilities to perform the position effectively. Demonstrates knowledge of policies, procedures, goals, objectives, operational entities, requirements, and activities as they apply to the assigned organizational entity of the Agency; uses appropriate judgment & decision making in accordance with level of responsibility.

Client Services - Provides timely, courteous, and quality service to an individual whether internal or external by anticipating individual needs, following through on commitments and ensuring that our clients have been heard.

Initiative - Proactively seeks solutions to resolve unexpected challenges. Actively assists others without formal/informal direction. Possesses the capacity to learn and actively seeks developmental feedback. Applies feedback for continued growth by mastering concepts needed to perform work.

Professional Behavior - Exhibits positive, polite, courteous, honest, and conscientious behavior with all internal/external clients. Accepts responsibility for actions and adjusts behavior as appropriate.

Communication - Employee is clear, concise, and organized in all facets of communication in order to fully transfer understanding. Actively listens and is aware of the audience to adapt message appropriately. Strives to communicate information with appropriate personnel in a timely manner.

Teamwork - Actively and collaboratively participates, despite personal differences, towards a common goal. Employee is open to new ideas and/or approaches. Employee is aware of changes that impact internal and external customers and effectively communicates the impact when working as a team.

Integrity - Employee is honest with oneself, coworkers, and clients. Stands up for what is right even in the face of opposition.

Education, Experience and Requirements

- Graduation from an accredited college or university with a bachelor's degree (master's degree preferred) in Public Administration, Urban Planning, Urban Renewal, Business Administration, or related field.
- Eight (8) years of progressively responsible experience in managing social service or community development programs, capital planning, development, and/or property assessment, government or private experience in performing analytical work involving comprehensive modernization projects, economic development, or related activities. Experience working with grand funded programs.
- Any equivalent combination of education, training, and experience that provides the required knowledge and abilities may be considered sufficient.

Special Requirements

- Possession of a valid Maryland driver's license and the ability to be insurable under the Agency's automobile insurance plan at the standard rate.
- Certificate in Project Management preferred.

How to Apply

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

Simone Gans Barefield

Gans, Gans & Associates, 7445 Quail Meadow Road, Plant City, FL 33565

Phone: (813) 986-4441 ext. 7116

Email: simone@gansgans.com

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

*HABC is an equal opportunity employer 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 neighbourhoods" 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.