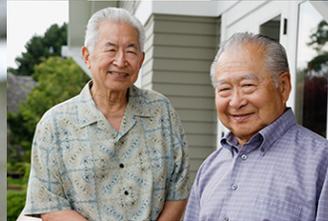
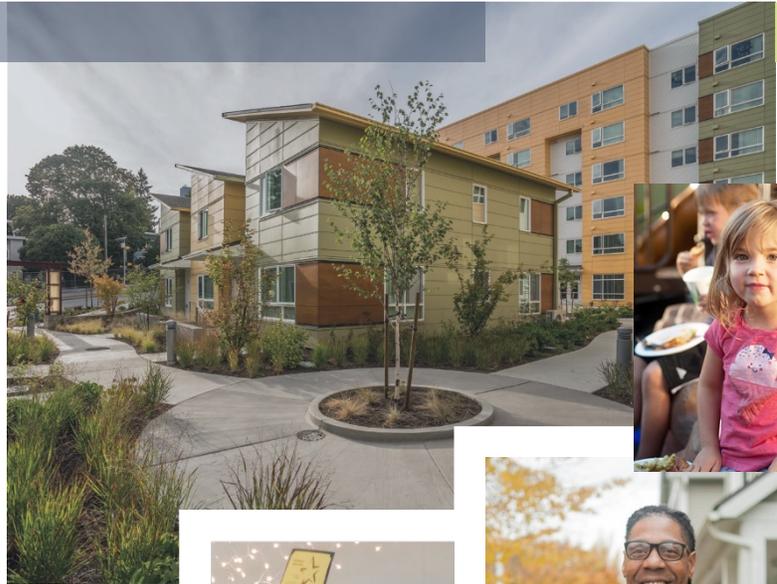




**Executive Director  
Seattle, WA**



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

**Ernest Barefield**

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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.

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## Seattle Housing Authority (SHA)

The Seattle Housing Authority is an original Moving to Work (MTW) agency, beginning in 1998, which provided the framework and foundational support for enabling much of the innovation the agency has introduced to the PHA industry that SHA is universally known for. SHA was among the first PHA agencies to complete HOPE VI projects, completing 5 HOPE VI projects in all. SHA also was among the early participants awarded a Choice Neighborhoods program award which it is now in the process of completing.

In a variety of housing program types, SHA provides long-term, low income rental housing and rental assistance to approximately 35,000 people, representing more than 17,000 households, in the city of Seattle. SHA owns and operates more than 8,000 apartments and single-family homes at nearly 400 sites throughout the city. This reflects SHA's real estate portfolio of 6,300 public housing units and over 2,000 affordable units.

Additionally, SHA manages and administers more than 10,000 Housing Choice Vouchers, including over 4,000 project-based vouchers in partnership with housing providers. SHA's strong partnerships with the non-profit housing provider community combine with its management of voucher programs enable low-income tenants to receive rental assistance with other landlords in Seattle. Nearly 80 percent of those they serve are children, elderly or disabled. One in 10 students enrolled in Seattle Public Schools lives in SHA-supported housing.

SHA prioritizes serving households below 30% of area median income or that are homeless. The agency believes in providing more than housing for their tenants, and they partner with many organizations to offer an array of services and community activities to improve the lives of those they serve.

SHA delivers its programs through its staff of over 600 professionals, all of whom are trained and developed to be customer focused delivering their services from a value orientation of assuring clients are considered equitably from a perspective of race, social justice, and environmental stewardship. Standard & Poors' credit rating for SHA is AA with Stable Outlook and the agency's budget for 2021 is over \$405M.

SHA is an independent public corporation. The majority of SHA's funding is federal, through the US Department of Housing and Urban Development (HUD). Other income includes rent revenue and non-HUD public and private grants.

SHA operates within the city of Seattle, with a population of over 753,000. The economic downturn caused by the COVID-19 pandemic ended the longest period of economic growth in the nation's history, which had lasted almost 11 years. Despite these shifts nationally, Seattle's economy was and continues to be one of the fastest growing in the world. But this growth has led to a significant loss of affordable housing, which has left thousands homeless throughout Seattle and King County. SHA provides nearly all of the housing and subsidies that make it possible for Seattleites on fixed incomes or making the minimum wage to continue to live indoors in the city. SHA's homeless admissions preference and its partnership with non-profit housing providers make it a key player in tackling these homelessness challenges.

## Position Summary

Under the general direction of the Seattle Housing Authority Board of Commissioners, serves as Executive Director of the Housing Authority with full executive responsibility and accountability. Serves as an advisor to the Board on the Authority's vision, mission, and strategic plan, which includes short- and long-range objectives and a comprehensive long-term housing development strategy. Fosters cooperation among federal, state, and local governments and officials, private and non-profit agencies, and the community at large. Manages a staff of 600.

## Representative Duties

- Directs resources and implements measures to achieve the Authority's vision, mission and goals; establishes aggressive goals and drives for results; initiates a comprehensive long-term development strategy with a clear vision for the future of the Authority in order to transform the vision into reality.
- Directs the Authority's financial performance, revenue potential, strategic choices, Asset Management, Redevelopment, HOPE VI and Property Management and Maintenance to ensure compliance with legal and procedural requirements; is responsible and accountable for initiation of programs and policies that will insure the maintenance of a sound fiscal position.
- Acts as secretary of the meetings for the Authority and records all votes; maintains a record of all proceedings; acts as custodian of the seal of the Authority and has the power to affix such seal when necessary and execute contracts and legal instruments as



directed by resolution of the Board; acts as custodian of all funds; maintains books of account and provides the Board with financial reports; performs any other duties incident to the office of Secretary-Treasurer, including submission of annual reports.

- Attracts, develops and retains an effective, diverse workforce; ensures compliance with federal, state and local laws and regulations governing applicants, employees, and residents; works collaboratively with labor unions, governmental and community organizations to achieve the vision and mission of the Authority; establishes and maintains a safe and healthful work environment for employees and residents. Directs the agency's service delivery system improvements. Encourages departments and staff to work effectively as teams to be more entrepreneurial and empower staff to deal effectively with internal and external customers. Orchestrates the pace and process of change to maintain operating effectiveness.
- Establishes the mechanism and support necessary for the organization of resident groups who will work with the Authority in effecting sound management-resident relationships; appraises community needs for various types of services and makes appropriate arrangements for assuring availability of all such services to the residents; researches or directs research into various means of obtaining funding for the social planning goals of the Authority.
- Leads and facilitates cooperation and interdependence among programs and departments to embrace the Authority's values: Service, Respect, Teamwork, Excellence, Collaboration, Innovation and Appreciation. Directs the deployment of strategies and goals throughout the agency and departments to ensure all employees participate in the Authority's vision and strategic plan.

## Knowledge and Abilities

Knowledge of:

- The social, economic, health, and support needs of public housing and senior housing populations and communities.
- Community organizations, profit and non-profit industry, and governmental entities.
- Real estate development, public and affordable housing, budgeting, strategic planning, and economic development.
- HUD regulations, practices, and procedures.
- Stakeholder and customer needs and expectations.

Ability to:

- Communicate effectively with others and present excellent verbal, written, and public presentations.
- Exercise initiative, sound judgment in analyzing situations, and in making decisions in a timely manner.
- Inspire trust and maintain high standards of personal integrity and ethics.
- Work effectively and diplomatically with the public officials, service providers, union business representatives and the general public.
- Value differences and bring different perspectives together in a spirit of mutual respect.
- Teach, mentor, facilitate and coach.
- Translate the Authority's vision into reality.
- Work respectfully and courteously with staff, residents, and the general public.

## Education, Experience and Other Requirements

- Bachelor's degree in social science, business, architecture, engineering, or a related field. May substitute equivalent work experience for the required degree.
- Master's degree preferred.
- Ten years of work experience in the management of complex, large organizations, including eight years in a leadership role.



Seattle is a seaport city on the west coast and is the seat of King County. Seattle is the largest city in both the state of Washington and the Pacific Northwest region of North America. According to U.S. Census data released in 2019, the Seattle metropolitan area's population stands at 3.98 million, making it the 15th-largest in the United States.

Seattle is situated on an isthmus between Puget Sound (an inlet of the Pacific Ocean) and Lake Washington. It is the northernmost large city in the United States, located about 100 miles south of the Canadian border.

### **Performing Arts**

Seattle has been a regional center for the performing arts for many years. The century-old Seattle Symphony Orchestra has won many awards and performs primarily at Benaroya Hall. The Seattle Opera and Pacific Northwest Ballet, which perform at McCaw Hall, are comparably distinguished, with the Opera being particularly known for its performances of the works of Richard Wagner and the PNB School ranking as one of the top three ballet training institutions in the United States. The Seattle Youth Symphony Orchestras (YSO) is the largest symphonic youth organization in the United States. The city also boasts lauded summer and winter chamber music festivals organized by the Seattle Chamber Music Society.

The 5th Avenue Theatre, built in 1926, stages Broadway-style musical shows featuring both local talent and international stars. Seattle has "around 100" theatrical production companies and over two dozen live theatre venues, many of them associated with fringe theatre; Seattle is probably second only to New York for number of equity theaters. In addition, the 900-seat Romanesque Revival Town Hall on First Hill hosts numerous cultural events, especially lectures and recitals.



### **Tourism**

Among Seattle's prominent annual fairs and festivals are the 24-day Seattle International Film Festival, Northwest Folklife over the Memorial Day weekend, numerous Seafair events throughout July and August (ranging from a Bon Odori celebration to the Seafair Cup hydroplane races), the Bite of Seattle, one of the largest Gay Pride festivals in the United States, and the art and music festival Bumbershoot, which programs music as well as other art and entertainment over the Labor Day weekend.

Other significant events include numerous Native American pow-wows, a Greek Festival hosted by St. Demetrios Greek Orthodox Church in Montlake, and numerous ethnic festivals (many associated with Festál at Seattle Center).

There are other annual events, ranging from the Seattle Antiquarian Book Fair & Book Arts Show; an anime convention, Sakura-Con; Penny Arcade Expo, a gaming convention; a two-day, 9,000-rider Seattle to Portland Bicycle Classic; and specialized film festivals, such as the Maelstrom International Fantastic Film Festival, the Seattle Asian American Film Festival (formerly known as the Northwest Asian American Film Festival), Children's Film Festival Seattle, Translation: the Seattle Transgender Film Festival, the Seattle Gay and Lesbian Film Festival, Seattle Latino Film Festival, and the Seattle Polish Film Festival.

The Henry Art Gallery opened in 1927, the first public art museum in Washington. The Seattle Art Museum (SAM) opened in 1933 and moved to their current downtown location in 1991 (expanded and reopened in 2007); since 1991, the 1933 building has been SAM's Seattle Asian Art Museum (SAAM). SAM also operates the Olympic Sculpture Park (opened in 2007) on the waterfront north of the downtown piers. The Frye Art Museum is a free museum on First Hill.

Regional history collections are at the Log House Museum in Alki, Klondike Gold Rush National Historical Park, the Museum of History and Industry, and the Burke Museum of Natural History and Culture. Industry collections are at the Center for Wooden Boats and the adjacent Northwest Seaport, the Seattle Metropolitan Police Museum, and the Museum of Flight. Regional ethnic collections include the Nordic Heritage Museum, the Wing Luke Asian Museum, and the Northwest African American Museum. Seattle has artist-run galleries, including ten-year veteran Soil Art Gallery, and the newer Crawl Space Gallery.

The Seattle Great Wheel, one of the largest Ferris wheels in the US, opened in June 2012 as a new, permanent attraction on the city's waterfront, at Pier 57, next to Downtown Seattle. The city also has many community centers for recreation, including Rainier Beach, Van Asselt, Rainier, and Jefferson south of the Ship Canal and Green Lake, Laurelhurst, Loyal Heights north of the Canal, and Meadowbrook.



Woodland Park Zoo opened as a private menagerie in 1889 but was sold to the city in 1899. The Seattle Aquarium has been open on the downtown waterfront since 1977 (undergoing a renovation in 2006). The Seattle Underground Tour is an exhibit of places that existed before the Great Fire.

### **Popular Culture**

As the birthplace of the grunge sound (Nirvana, Pearl Jam and Mudhoney) and Starbucks coffee, Seattle boasts an eclectic array of attractions. Annual cultural events are plentiful and include the Earshot Jazz Festival (October), the music and arts festival known as Bumbershoot (Labor Day weekend) and Festal, the year-long event at Seattle Center, featuring cultural celebrations such as Tet (Vietnamese Lunar New Year), Irish Festival, French Fest and the Cherry Blossom and Japanese Cultural Festival. In addition, SHA's own Yesler Terrace has hosted Juneteenth for over thirty years.

### **Professional Sports**

Seattle has three major men's professional sports teams: the National Football League (NFL)'s Seattle Seahawks, Major League Baseball (MLB)'s Seattle Mariners, and Major League Soccer (MLS)'s Seattle Sounders FC, with the National Hockey League (NHL)'s Seattle Kraken beginning play in 2021. Other professional sports teams include the Women's National Basketball Association (WNBA)'s Seattle Storm, who won the WNBA championship on three occasions in 2004 and 2010, and 2018; and the Seattle Reign of the National Women's Soccer League.

### **Parks and Recreation**

Seattle's mild, temperate, marine climate allows year-round outdoor recreation, including walking, cycling, hiking, skiing, snowboarding, kayaking, rock climbing, motor boating, sailing, team sports, and swimming.

In town, many people walk around Green Lake, through the forests and along the bluffs and beaches of 535-acre Discovery Park (the largest park in the city) in Magnolia, along the shores of Myrtle Edwards Park on the Downtown waterfront, along the shoreline of Lake Washington at Seward Park, along Alki Beach in West Seattle, or along the Burke-Gilman Trail.



Gas Works Park features the preserved superstructure of a coal gasification plant closed in 1956. Located across Lake Union from downtown, the park provides panoramic views of the Seattle skyline.

Also popular are hikes and skiing in the nearby Cascade or Olympic Mountains and kayaking and sailing in the waters of Puget Sound, the Strait of Juan de Fuca, and the Strait of Georgia. In 2005, Men's Fitness magazine named Seattle the fittest city in the United States.

### **Education**

Seattle Public Schools, the largest K-12 school system in Washington state, has a deep commitment to every student's journey—to ensure that each student will graduate ready for college, career and life.

Seattle is home to the University of Washington, as well as the institution's professional and continuing education unit, the University of Washington Educational Outreach. The 2017 U.S. News & World Report ranked the University of Washington at #11 in the world, tied

with Johns Hopkins University. The UW receives more federal research and development funding than any public institution. Seattle also has a number of smaller private universities including Seattle University and Seattle Pacific University, the former a Jesuit Catholic institution, the latter a Free Methodist institution. Universities aimed at the working adult are the City University and Antioch University. The Seattle Colleges District system comprises three colleges - North, Central, and South. Seminaries include Western Seminary and a number of arts colleges, such as Cornish College of the Arts, Pratt Fine Arts Center, and The Art Institute of Seattle. In 2001, Time magazine selected Seattle Central Community College as community college of the year, saying that the school "pushes diverse students to work together in small teams".