



ST. LOUIS HOUSING AUTHORITY
Invites Your Interest In The Position Of
EXECUTIVE DIRECTOR

ST. LOUIS OVERVIEW

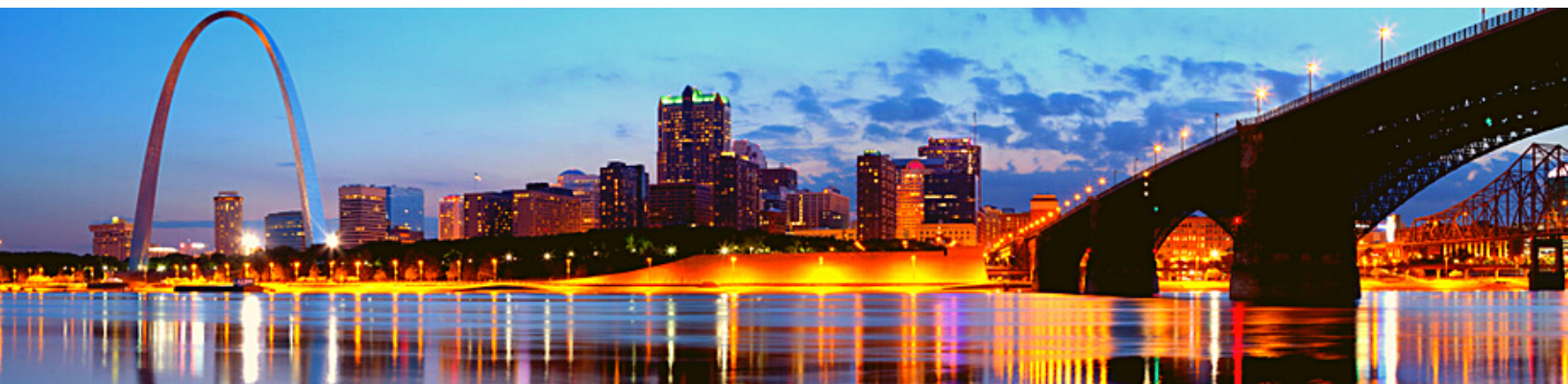
St. Louis, Missouri, is a vibrant city with a rich cultural heritage and diverse opportunities. Known for its iconic Gateway Arch and historic neighborhoods such as Lewis Place and the Ville, residents enjoy a cost of living below the national average, a variety of free indoor and outdoor attractions, and a strong sense of community.

St. Louis boasts a diverse job market, with major employers in sectors such as healthcare (e.g. Barnes-Jewish Hospital), finance (Wells Fargo, Edward Jones), and technology (Boeing, World Wide Technology). St. Louis' dedication to innovation is evident in the Cortex Innovation Community, fostering collaboration and advancements in technology and bioscience. The city's central location makes it a transportation hub, enhancing opportunities in logistics and distribution. Lambert-St. Louis International Airport and a well-connected highway system facilitate easy travel and accessibility.

St. Louis embraces a diverse arts and entertainment scene. Home to the Fabulous Fox Theatre, Powell Symphony Hall, and numerous galleries, the Grand Center Arts District is a hub for performing arts, music, and visual experiences. Forest Park, one of the largest urban parks in the U.S., spans over 1,300 acres and is one of the nation's premier urban parks. Home to iconic attractions like the St. Louis Zoo, the Saint Louis Art Museum, and the Missouri History Museum, Forest Park offers a wealth of cultural and recreational opportunities. The park's expansive green spaces, walking and biking trails, and scenic water features provide a serene escape within the heart of the city. In addition, St. Louisans take pride in the sports culture, supporting teams like the Cardinals (baseball), the Blues (hockey), and St. Louis SC (Soccer).

St. Louis boasts a robust educational landscape, home to esteemed institutions like Saint Louis University, Washington University, Harris-Stowe State University, and University of Missouri – St. Louis. These universities contribute to a thriving intellectual community and attract professionals from various fields.

With a strong sense of community and a range of amenities, St. Louis offers a compelling blend of professional growth and a high quality of life.





CITY OF ST. LOUIS DEMOGRAPHIC SUMMARY

POPULATION

286,578

MEDIAN HOUSEHOLD INCOME

\$52,847

PERSONS BELOW POVERTY

20.4%

AVERAGE HOUSEHOLD SIZE

1.9

METROPOLITAN ST. LOUIS DEMOGRAPHIC SUMMARY

POPULATION

2,799,828

MEDIAN HOUSEHOLD INCOME

\$74,531

PERSONS BELOW POVERTY

11%

AVERAGE HOUSEHOLD SIZE

2.4

AGENCY OVERVIEW



Established in 1939 as a municipal corporation, the St. Louis Housing Authority (SLHA) diligently fulfills its mission of providing housing assistance through the meticulous administration of two principal programs: Public Housing and Housing Choice Voucher. With a workforce comprising of over 130 committed individuals, SLHA extends its services to over 20,000 residents.

Within its housing portfolio, SLHA oversees 2,809 units, including 1,748 situated in developments owned by the organization and an additional 1,080 units in mixed-income developments. SLHA also administers

7,000 Housing Choice and special purpose vouchers, such as Mainstream, VASH, and EHV vouchers. The agency operates with an annual budget of approximately \$79.5 million, primarily sustained by federal funding from the U.S. Department of Housing and Urban Development (HUD).

Under the guidance of the former Executive Director[1], SLHA embarked on an assertive strategic plan in 2020. Despite the challenges imposed by the global pandemic, the agency demonstrated resilience and noteworthy achievements. These include rebuilding community trust, assuming autonomous management of traditional public housing, initiating the inaugural Rental Assistance Demonstration (RAD) conversion, and launching the redevelopment process for the historic Clinton-Peabody Apartments.

Over the past five years, SLHA has experienced substantial organizational growth, evidenced by a doubling of its staff size. Moreover, the agency adeptly secured several million dollars in non-public housing funds, a testament to its proactive approach to enhancing the quality of life for the families under its purview. The multifaceted commitment of SLHA to housing, strategic foresight, and community development underscores its pivotal role in fostering resilient and prosperous communities within the St. Louis metropolitan area.

[1] THE FORMER EXECUTIVE DIRECTOR SERVED SLHA FOR FIVE YEARS AND RESIGNED TO START A NATIONAL BOUTIQUE CONSULTING FIRM.SHE CURRENTLY SERVES AS ADVISOR TO THE SLHA BOARD OF COMMISSIONERS.



*The St. Louis Housing Authority is committed to providing diverse housing opportunities and to enhancing the quality of life of the families we serve. We are a community full of hope, dreams and ambition. For more than 80 years, SLHA has helped St. Louisans with access to affordable housing and social services, becoming a close-knit community dedicated to helping each other. With more than 20,000 residents, hundreds of partners and volunteers, **we are one big family.***



POSITION OVERVIEW

As the Chief Executive Officer, the Executive Director is appointed by and reports to the Board of Commissioners. In this role, they oversee the day-to-day operations of SLHA, managing various aspects such as public housing, real estate transactions/development, the HCV program, procurement, contract oversight, financial management, grant administration, resident initiatives, information technology, human resources, capital projects, legal compliance, and more. The Executive Director plays a crucial role in ensuring the financial integrity of the organization and represents SLHA's interests to the public, government entities, and external stakeholders. Additionally, they provide complex policy advice and administrative support to the SLHA Board of Commissioners.

Primary Duties of the Executive Director:

- Undertake full management responsibility for all Housing Authority services and activities, formulating and implementing policies and procedures.
- Direct and manage the development and implementation of the Housing Authority goals, objectives, policies, and priorities; continuously monitor and evaluate the efficiency and effectiveness of the service delivery methods; identify opportunities for improvement; and direct the implementation of changes.
- Organize and oversee activities aligned with the organization's goals, ensuring appropriate service levels and staffing.
- Manage and participate in the development and administration of the SLHA budget; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approval of expenditures; direct the preparation of and implementation of budgetary adjustments.
- Recruit, train, motivate, and evaluate senior management personnel, addressing performance issues and implementing disciplinary actions when necessary.
- Review and approve reports and documents required by federal, state, and local jurisdictions.
- Represent the Housing Authority to government officials and external agencies, explaining and justifying programs, policies, and activities, and negotiating resolutions to sensitive issues.
- Meet with community and resident groups; negotiate and resolve sensitive inquiries and complaints.
- Participate in community and industry boards, staying informed about housing industry trends and innovations.
- Negotiate contracts and solutions for administrative, fiscal, and special projects, analyzing and providing recommendations on special requests.
- Conduct highly responsible policy analysis and direct comprehensive analyses of a wide range of housing policies.

A key focus for the new Executive Director is to continue implementing the Authority's strategic plan, overseeing the established asset repositioning strategy, ensuring top-notch property management operations, and the creation of additional affordable housing units.



"We seek an Executive Director with extensive housing development expertise, capable of harmonizing technical proficiency with a resident-focused approach"

-Sal Martinez, SLHA Chairman

THE IDEAL CANDIDATE

The SLHA Board of Commissioners is in search of a proven and esteemed professional leader who can adeptly lead and manage the agency and advocate for measures to enhance organizational efficiency and effectiveness. The ideal candidate should possess exceptional technical real estate expertise while also valuing meaningful connections with a diverse array of stakeholders. The incoming Executive Director must demonstrate outstanding leadership and organizational skills, providing clear guidance to the agency in achieving its goals and objectives. A visionary leader who supports ongoing improvements in business processes and services, and can identify long-term objectives while implementing strategies for results, is essential.

Candidates must exhibit a team-oriented, open management style, promoting accountability and high-performance standards. The chosen candidate will establish trust and rapport with various stakeholders, including the Board, staff, residents, and partnering/regulatory agencies. Leadership that encourages staff support, idea generation, development, and training is crucial.

The Executive Director must possess solid strategic and business planning abilities, as well as sound financial and budgeting skills. Strong business acumen, encompassing management principles such as change management, project management, workforce development, conflict management, and negotiations, is required. Familiarity with best practices, benchmarking, and performance measures will be advantageous. Exceptional communication and interpersonal skills are essential, along with the ability to build robust relationships while effectively navigating a diverse, fast-paced, demanding environment.

In addition to the above qualifications, candidates should have at least ten (10) years of progressively responsible experience working in HUD programs, preferably in public housing and the Housing Choice Voucher program. This includes a proven track record of successfully navigating HUD programs and ensuring compliance with related regulations. The ideal candidate will also have proven experience in the Rental Assistance Demonstration program.

Candidates should hold a minimum of a Bachelor's degree in Management, Business or Public Administration, Urban Studies, or a related field. A minimum of ten (10) years of progressively responsible housing development experience, with at least five (5) years at an executive level of administrative or operational oversight in housing and community development, is required. A Masters or Law degree is preferred. Additional valuable qualifications include experience in affordable housing finance and development, knowledge of public sector regulations and practices, and a background in the real estate industry. Upon hire, residency within the City of St. Louis is preferred, but not required.

COMPENSATION AND BENEFITS

SLHA is committed to providing a competitive compensation package tailored to the qualifications and experience of the successful candidate. The salary range will reflect the candidate's expertise and achievements.

At SLHA, our total compensation is more than the dollars you receive in your paycheck. In addition to a competitive salary, SLHA also offers the following: Medical Plans • Dental Plan • Vision Plan • Life Insurance • Short-Term Disability • Long-Term Disability • Flexible Spending Accounts for medical or dependent care • Paid Time Off, including Vacation, Sick, Personal and Holidays • 401a contribution equal to 12.7% of annual salary. SLHA is also a qualifying employer for the Public Service Loan Forgiveness Program.

Furthermore, SLHA is open to negotiating relocation assistance, recognizing the importance of facilitating a smooth transition for individuals joining our organization. We value the contributions of our employees and strive to create a supportive and rewarding work environment.

THE APPLICATION PROCESS

SLHA's application and selection process is designed to identify individuals whose skills, experience, and values align with organizational goals. Throughout this process, transparency, fairness, and equal opportunity are prioritized.

Interested candidates must email their cover letter and resume to edsearch@slha.org no later than Friday, April 5, 2024. Resumes will undergo a review process based on the outlined qualifications. Screening interviews with the most qualified applicants will be conducted by the Advisor to the Board of Commissioners and Director of Human Resources. This stage aims to determine a short list of candidates who will then be invited to provide references and complete a written and skills assessment.

After obtaining candidates' consent, verifications will be made on the top three candidates and will include reference checks, academic verifications, Department of Motor Vehicle checks, background checks, and credit checks. On-site interviews will be arranged with the top three candidates, involving interactions with SLHA representatives and community stakeholders. SLHA expects that a hiring decision will be made by July 31, 2024.

For inquiries or additional information, please direct questions to the Advisor to the Board of Commissioners at edsearch@slha.org. We appreciate your interest in joining the St. Louis Housing Authority.



St. Louis Housing Authority
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