

Compensation and Benefits

The Housing Authority of the County of Monterey offers an attractive compensation and benefits package. The salary range for this position is under review (the current range is \$137,364 - \$176,748). The excellent benefits package includes the following programs:

- ◆ Retirement Plan: 403B plan with a generous employer contribution of 4%.
- ◆ Healthcare: Excellent coverage for medical, dental and vision. 100% of the employee premium is paid and a portion of the dependent premium is also covered. The Authority provides a full paid term life insurance policy.
- ◆ Vacation: Is accrued at the rate of 12 days per year.
- ◆ Holiday Pay: 13 paid holidays per year.
- ◆ Deferred Compensation: Employee may voluntarily participate through a pre-tax contribution retirement plan.
- ◆ Sick Leave: Accrual rate of 10 days per year.
- ◆ The Authority also offers a Medical Reimbursement Account and Dependent Care Assistance Plan.
- ◆ The Authority operates on a 9/80 work schedule with offices closed every other Friday.

For more information on the Housing Authority of the County of Monterey, please visit their website at: www.hamonterey.org.

The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be called until after an interview takes place).

Paul Kimura or Bill Lopez
Avery Associates
3 ½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this recruitment is June 28, 2019.

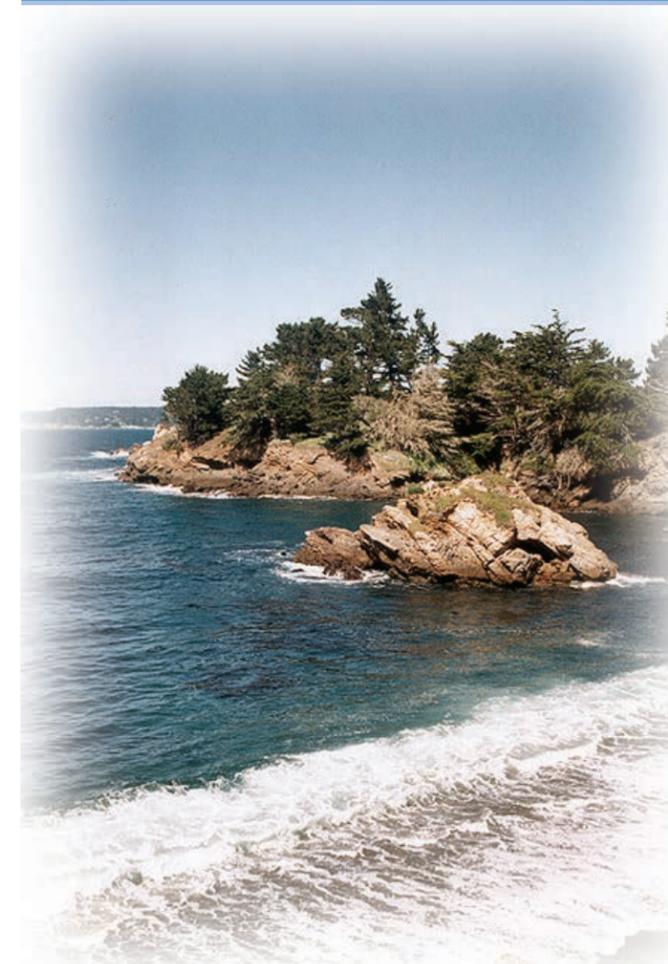
If you have any questions or wish to further explore this opportunity, please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



Housing Authority of the County of Monterey

*invites your interest
for the position of*

Executive Director



The County and the Community

Monterey County encompasses some of California's most stunning scenery and offers an ideal year round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 425,000 residents and the numerous tourists who visit the local area year-round. Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism.



The Housing Authority of the County of Monterey (HACM) is based in Salinas, the County Seat of Monterey County. Salinas is located fifteen miles inland from the Monterey Peninsula and the majestic Pacific Ocean. With a population of approximately 150,000 residents, the City is ideally situated 100 miles south of San Francisco, 60 miles south of San Jose and is the largest city between San Jose and Oxnard on the Highway 101 Central Coast corridor. Salinas and the Salinas Valley are proudly known as the "Salad Bowl of the World." The area leads the nation in the production of fresh vegetables including lettuce, broccoli, strawberries and mushrooms. The climate is also ideal for the floral industry as well as grape vineyards that produce world-class wines in the Southern Monterey County.

Salinas is a culturally and ethnically diverse community, serving as home to the National Steinbeck Festival and annually hosting the California Rodeo and California International Air Show. The Salinas Community Center regularly offers ballet, symphonies, concerts, conventions and Steinbeck festivities. Countywide attractions include the spectacular Big Sur Coast, the Monterey Bay Aquarium and Cannery Row. There are several major educational institutions including California State University at Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas. The historic missions of San Juan Bautista, Carmel, Soledad, and San Antonio de Padua are within the area as well as the Pinnacles National Monument. The proximity to world-class attractions, great weather and the friendly and welcoming community, make Salinas and the surrounding areas an exceptional place in which to work, live and play.

The Organization

HACM is a public agency that develops and manages affordable housing and provides rental assistance throughout Monterey County, California. The Agency's Mission Statement is: "to provide, administer, and encourage quality affordable housing and related services to eligible residents of Monterey County." HACM pursues its mission by providing a variety of housing and services through: Housing Choice Vouchers, Farm Labor Housing, Tax Credit and other Affordable Housing Programs. The Authority actively partners with a broad spectrum of community non-profits, city and county agencies, and state organizations to address affordable housing and housing shortage issues.



HACM is active with its sister agency, the Monterey County Housing Authority Development Corporation (HDC) to develop new affordable housing properties throughout the County. HDC was officially established under a separate identity in May 2005 and moved into a different location at that time. HDC has an extensive history of developing housing projects for both market-rate and affordable housing. Together, the combined efforts of the two entities form an essential partnership towards achieving the goals and mission of the Housing Authority.

The Position and Ideal Candidate

The new Executive Director will join HACM during a period of financial and organizational stability. In leading a full-time staff of 73 employees, a key priority will be to continue to maintain the organization's financial stability during a time of regulatory uncertainty at the federal level. In addition, the individual will be expected to be a strong collaborative leader capable of maintaining organizational harmony as well as being an open and collaborative working partner with the Board of Commissioners, HDC and the community. With the economic challenges faced by all public entities today, it's necessary to ensure all aspects of the operations are managed in an effective, efficient and results oriented manner consistent with achieving the goals and mission of the organization. The new Director is expected to be an exceptional leader with strong experience in personnel management, knowledge of housing finance and development, and a seasoned administrative background.

HACM recently converted its entire public housing stock to the Rental Assistance Demonstration (RAD) program. This transition will require knowledge of HUD Multi-family, Low Income Housing Tax Credits, and other funding sources related to affordable housing properties. This also requires a close partnership with the HDC.

The goal is to have the two organizations operate seamlessly with a shared approach to development and operations. This approach must ensure solid economic decisions are made and are mutually beneficial to the interests of both entities, requiring the new Director to have a solid expertise in assessing economic and financial aspects of development and conversion efforts. A background in land development and/or redevelopment along with a strong foundation in finance, economics and contract negotiations are essential to this role. That expertise will be critical in the ability to evaluate and assess financial pro-forma statements and development agreements.

Active communications with the Board of Commissioners and ultimately with the community will also be necessary towards maintaining a strong relationship and an effective flow of information. An ability to engage with the community and communicate the positive impacts HACM has delivering affordable housing will be crucial. The individual must also have the strategic acumen to assess the opportunities and long-term trends facing the Department and be able to advise and counsel the Commissioners on how to position the Housing Authority to best meet these opportunities. Ultimately, the Director must have the vision and big picture thinking that will successfully address these opportunities.

The ideal candidate for this role will be a passionate advocate for affordable housing and will be an adaptable and flexible problem solver. A participative and open management style with excellent budget and administration skills will also be crucial skill sets. An experience base of five or more years in either a public housing environment (a city housing operation or housing authority), an economic development/redevelopment agency, or a company involved in public housing is required. At least seven (7) years of supervisory management is also required along with an educational background that includes a Bachelor's degree in a related field. A multi-cultural background with bi-lingual capabilities, along with an MA/MS/MPA or MBA, and a California Real Estate Broker's license will be highly desirable, but not an absolute requirement for this role.

