



# Executive Vice President of Real Estate Development



King County  
Housing  
Authority



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# THE OPPORTUNITY



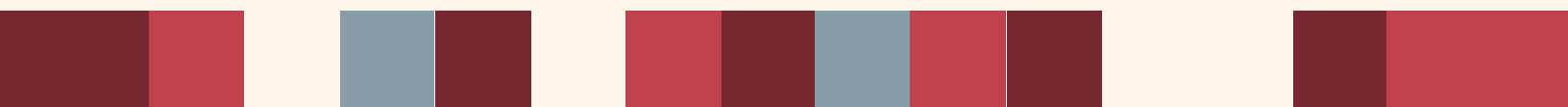
## Executive Vice President of Real Estate Development

KCHA is a nationally recognized leader in affordable housing, managing a \$2 billion asset base that includes a diverse range of low and mixed-income apartment complexes, manufactured home communities, master-planned developments, and condominiums. Operating without financial support from the State of Washington, King County, or regional cities, KCHA relies on tenant rents and federal funding to cover costs. Its private market portfolio spans approximately 8,500 units, acquired through innovative housing finance strategies and encompassing various housing types, from multi-family residences to condominiums. This role is responsible for setting strategic direction and overseeing acquisitions and operations for this extensive portfolio.

The EVP will be responsible for shaping the organization's approach to acquisition, development, and associated construction operations. Specifically, they will oversee and plan the financing and implementation of new affordable housing projects and initiatives, including refinancing, capital repairs, and the repositioning of properties and financial obligations. Additionally, the EVP will contribute to researching and analyzing legislative and regulatory matters that impact housing authority operations.

KCHA seeks a forward-thinking strategic professional with strong financial acumen who can lead the Authority's Development operations. Skilled as both a key business partner and communicator, the EVP of Real Estate Development will be instrumental in the continued growth and success of KCHA's ability to serve our community and support our employees.

The Executive Vice President (EVP) will report to KCHA's President/CEO as a member of the executive leadership team.



# KEY RESPONSIBILITIES



- Serves as a member of the senior executive team supporting the CEO and developing agency policy and strategic goals and operational plans for the organization; coordinates interrelated program functions with other departments.
- Meets with executive team members and department heads to review, discuss, and strategize policy issues, program direction, plans, new projects, portfolios, current project progress, obstacles, technical concerns, financing, regulatory and tax code compliance, staffing and administrative matters, and other challenges.
- Directs and oversees planning, financing, and implementation of new affordable housing across multiple types ranging from multi-family to Permanent Supportive Housing and organizational, projects, policies, programs, and initiatives including refinancing, renovating, and repositioning of properties and financial obligations; visits and inspects properties, reviews major projects; coordinates with other departments.
- Works closely with members of the Executive Team around strategic asset repositioning efforts; assists with portfolio repositioning initiatives related to the U.S. Department of Housing and Urban Development (HUD) Rental Assistance Demonstration (RAD) program and other subsidy structures; develops strategies to optimize the portfolio's performance, enhance the financial sustainability of assets, and align repositioning efforts with long-term organizational goals.
- Reviews reports, financial documents, bid and contract awards, funding and financing applications, plans, financial projections, management, and capital improvement plans; tracks progress, flags deficiencies and risks, and proposes problem resolutions.
- Develops and pursues new projects, financing opportunities, and strategic directions by meeting with developers, property owners, brokers, and financial institutions; creates proposals, offers, and project ideas; coordinates and promotes organizational development; meets and discusses with Federal, State, local and nonprofit officials concerning housing policies, projects, and funding.
- Represents the Authority in state, regional, county, and city housing meetings and participates in task forces providing analysis and developing affordable housing policy and serves on technical and advisory committees; gives presentations, provides technical advice, explains, and promotes Authority programs; recommends new affordable housing policies.
- Researches and analyzes legislative and regulatory matters affecting Authority operations.
- Attends Board of Commissioner (BOC) meetings, engages with the Board Commissioners.
- Recruits and selects department personnel; assigns, directs, trains, and inspects the work of staff; rewards, disciplines, coaches, counsels, and evaluates staff performance; develops staff schedules; transfers, promotes, suspends, terminates, and demotes.
- Ensures that all ordinances, rules, regulations, and policies of the U.S. Department of Housing and Urban Development (HUD) are enforced.

## COMPENSATION

**This position offers a competitive salary range of \$193,702.00 to \$300,235.90 with a midpoint of \$246,969.00.**

A **comprehensive benefits** package for you and your dependents includes medical, dental and vision insurance, life and long-term disability insurance plans, vacation, sick and personal leave, reduced tuition, and retirement benefits.

## RECRUITMENT PROCESS

While this position is open until filled, interested candidates should submit application materials online at [www.kcha.org/employment](http://www.kcha.org/employment) by 4:30 p.m. on February 11, 2025 to ensure consideration.

Interested candidates are encouraged to contact Sarah Crane, Senior Recruiter, by email at [sarahcr@kcha.org](mailto:sarahcr@kcha.org) with confidential inquiries and questions regarding the recruitment process.



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## THE IDEAL CANDIDATE



Our EVP of Real Estate Development will collaborate with the President/CEO and Senior Leadership to design and implement strategic plans across the Authority. The ideal candidate will demonstrate an inclusive leadership style, excel in building partnerships, and possess a forward-thinking approach to aligning long-term strategic goals with organizational objectives.

We're seeking a visionary strategist with exceptional business insight and a creative approach to advancing KCHA's mission and sustaining its competitive edge. The ideal candidate will have a demonstrated history of successfully leading complex initiatives in dynamic organizations, delivering measurable and meaningful results.

KCHA seeks an executive who will contribute to and complement an evolving culture of diverse and innovative leadership, rising to the challenge of meeting the housing needs of tomorrow, today.

### EDUCATION & EXPERTISE

- Bachelor's degree in business economics, finance, planning, real estate, urban studies, engineering, or related field, and...
- Extensive experience in real estate and affordable housing development; acquisition financing and building new construction and redevelopment projects; or management of housing construction, public and low-income housing financial administration including extensive knowledge of the low-income housing tax credit program, or...
- An equivalent combination of experience and education that provides the necessary knowledge, skills, and abilities to perform the essential functions of this position.



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# THE IDEAL CANDIDATE CONTINUED



## REQUIRED SKILLS & ABILITIES

- Comprehensive knowledge of principles and practices of real estate development, acquisition, construction, financing and property management including:
  - Public Housing and organization management.
  - Affordable housing financing programs including bond, Low Income Housing Tax Credit (LIHTC), federal, state, county, local and private sector financing programs
- Effective balance of strategy and execution with the ability to drive change and achieve business results.
- Ability to use independent judgment and discretion in carrying out duties and responsibilities, exercise initiative, and provide leadership. Routinely exercise sound judgment in analyzing situations and in reaching decisions quickly. A self-starter that can multi-task and prioritize.
- Strong critical-thinking skills, ability to evaluate information, implement timely decisions and make recommendations that anticipate the costs, benefits, risks, and organizational impact within KCHA's context and the Housing Authority national landscape.
- Extensive communication skills, including a high degree of emotional intelligence, conflict-resolution experience; proven ability to build strong external relationships with a variety of vendors, partner organizations and other stakeholders.
- Ability to analyze and develop effective policies and procedures; present proposals and recommendations clearly, logically, and persuasively in public meetings.
- Cultural sensitivity and competency, which is essential in serving economically disadvantaged, diverse populations, including homeless and special needs households, with a particular focus on households that often fall through the community-based safety net.
- Proven success in building productive and engaged work teams with a focus on mentoring and nurturing staff development.
- Career path that shows a mix of stability and growth-focused moves with similar organizations and capacity to develop and nurture relationships culminating in overall success.
- Ability to manage internal and external resources, agencies and budgets.

*A thorough background and driver's check will be completed before hire.*





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## ABOUT KCHA



King County Housing Authority (KCHA), the largest affordable housing provider in the Pacific Northwest, seeks to provide innovative, effective, and equitable housing solutions so that all people and communities can prosper.

The Authority, founded in 1939, operates as an independent municipal corporation, providing rental housing and assistance to more than 55,000 people in over 23,000 households. Serving 37 cities (not including Seattle and Renton) and the unincorporated areas of Dr. Martin Luther King, Jr. County, the Authority's geographic scope of operations spans 2,000 square miles. KCHA's service area includes 1.2 million of the county's 2.26 million residents and is home to the majority of its low-income

households.

KCHA covers operating costs with rents from tenants and federal funding. With a 2025 annual consolidated budget of \$555.7 million, and 550 full-time employees, KCHA is led by the Executive Director/CEO under the direction of a **Board of five volunteer Commissioners** (including one KCHA program participant) appointed by the King County Executive and confirmed by the King County Council. A cabinet of eight senior leaders comprise the core management and leadership team.





## KING COUNTY



King County's population was 2,269,675 in the 2020 census, making it the most populous county in Washington State, and the 12th-most populous county in the United States. The King County seat is Seattle, Washington State's largest city. King County's second largest city is Bellevue.

King County covers 2,131 square miles and is bounded by Puget Sound to the west and the Cascade Range to the east. With the exception of Vashon Island, a rural enclave in the central Puget Sound, the western portion of the county is covered by cities with the development pattern becoming gradually sparser to the east, with suburban developments, then rural residential lands, then farms and forestlands. The eastern half of King County is mountainous, and mostly set aside as wilderness areas, forestlands or restricted watersheds that capture and store the region's drinking water and support the region's hydroelectric grid.

The King County seat is Seattle, a crown jewel of the Pacific Northwest known as the Emerald City and the state's most populous municipality. Seattle is the land of natural beauty, bookstores, corporate innovation, farmers' markets, and copious amounts of caffeine. Yes, it does rain here, but that does not stop Seattleites from enjoying life. In the winter, music, art, theater, and diverse cuisine

keep the city buzzing. And when the sun comes out, you will find residents heading for the mountains and lakes, attending a festival, or flocking to the city's many parks.

Opportunities to enjoy the outdoors are numerous. On a nice day, you might join the crowds soaking up the sun at [Golden Gardens Park](#), [Lincoln Park](#), or [Alki Beach](#). Stroll the [Washington Park Arboretum](#), [paddle a canoe](#) among the lily pads on Lake Washington, or take a day trip to [Mount Rainier](#) for a glimpse of the Northwest's wild beauty. A windy ferry ride to a nearby island is another quintessential Seattle experience.

For (mostly) indoor fun, take an [Underground Tour](#) in Pioneer Square, which offers an entertaining look at the city's quirky history. Seattle also boasts [world-class museums](#), including The Museum of Flight and The Renton History Museum and including smaller, specialized institutions like [The Center for Wooden Boats](#) and the [Wing Luke Museum of the Asian American Experience](#). Several other attractions can be found throughout the county, such as the Northwest African American Museum, International Fountain, the Space Needle, Cherry Blossoms at the University of Washington, the Seattle Waterfront, the Sky View Observatory at the Columbia Center, and more.

