

EXECUTIVE DIRECTOR

Sacramento Housing and Redevelopment Agency (SHRA)

SHRA





THE OPPORTUNITY

Sacramento Housing and Redevelopment Agency (SHRA) is looking for its next Executive Director. This is an exceptional opportunity for a visionary and collaborative leader to guide SHRA through a period of strategic growth, organizational transformation, and investment in affordable housing. The next Executive Director will make a lasting impact on communities throughout the City and County of Sacramento.

ABOUT SACRAMENTO

As California's capital, Sacramento is the center of state government and one of the state's most dynamic and diverse metropolitan regions. The Sacramento region continues to experience significant population and economic growth while offering a quality of life and relative affordability that distinguish it from many other major California metropolitan areas.

The region offers a strong mix of established neighborhoods, growing communities, employment centers, educational institutions, cultural amenities, and outdoor recreation. Located at the confluence of the Sacramento and American Rivers, Sacramento provides convenient access to Lake Tahoe, the Sierra Nevada, Napa Valley, and the San Francisco Bay Area.

At the same time, Sacramento is experiencing many of the housing challenges facing communities throughout California. Rising housing costs, limited housing supply, homelessness, affordability pressures, and the need to preserve existing affordable housing have increased the importance and complexity of the region's housing and community development efforts. Sacramento offers a vibrant mix of professional sports, arts, culture, and educational opportunities. Home to the Sacramento Kings, Sacramento A's, and Sacramento River Cats, the region also features attractions such as the Crocker Art Museum, California State Railroad Museum, Sacramento Zoo, and California State Capitol. With leading institutions including Sacramento State and UC Davis, a diverse workforce, and a thriving cultural scene, Sacramento offers an exceptional quality of life.

ABOUT SHRA

THE AGENCY

The Sacramento Housing and Redevelopment Agency (SHRA) is a Joint Powers Authority created by the City and County of Sacramento in 1982 to address affordable housing and community development needs in both jurisdictions. The Agency serves as the Housing Authority for the City and County of Sacramento and is a leading public developer and financier of affordable housing. SHRA also oversees residential revitalization and a small portfolio of commercial leases throughout the City and County.

While redevelopment remains in the Agency's name, California redevelopment agencies and their functions were dissolved by the State in 2012. SHRA continues to work on behalf of the City and County to finance, develop, preserve, and support affordable housing and community development initiatives.



The vision of the Sacramento Housing and Redevelopment Agency is a community where:

All people have access to decent, safe, affordable housing and all neighborhoods are excellent places to live, work, and do business.



SHRA

GOALS

- Develop, Preserve and Finance Affordable Housing
- Advance Agency Effectiveness Through Communication and Transparency
- Deliver Excellent Customer and Resident Experience
- Improve Housing Operations, Asset Preservation, and Property Performance
- Strengthen Organizational Stability and Workforce Capacity
- Implement an Organizational Assessment and Develop a Long-term Strategic Plan

HOW SHRA IS GOVERNED

GOVERNANCE & ORGANIZATION

SHRA operates within a distinctive governance structure that requires close coordination between the City and County of Sacramento.

207
EMPLOYEES

$361.9M
FY27 ANNUAL BUDGET

The Sacramento City Council serves as the Housing Authority of the City of Sacramento, and the Sacramento County Board of Supervisors serves as the Housing Authority of the County of Sacramento. SHRA also has a Board of Commissioners that performs advisory and delegated responsibilities within the policy and budget direction established by the governing boards.

The Executive Director is jointly appointed by the Sacramento City Council and Sacramento County Board of Supervisors, with input from the City Manager and County Executive. This governance structure requires an Executive Director who can successfully navigate complex governmental relationships, build consensus, communicate effectively with elected and appointed officials, and maintain strong partnerships across multiple jurisdictions. SHRA has 207 employees and a current FY27 annual budget of $361.9 million.

SHRA operates through a multidisciplinary organization that includes public housing and non-public housing management and operations, the Housing Choice Voucher Program, affordable housing and community development, finance, legal, information technology, human resources, procurement, communications, and other administrative and operational functions.

For more information about the Sacramento Housing and Redevelopment Agency, please visit their website at www.shra.org.



HOUSING & COMMUNITY DEVELOPMENT



As the Housing Authority for the City and County of Sacramento, SHRA serves more than 36,000 residents through the HUD Conventional Low Rent Public Housing Program and Housing Choice Voucher Program. The Agency owns and/or manages 3999 affordable housing units, including 1902 public housing units, 284 tax-credit-funded units and 1,813 Non-Profit/SHARP Units (Sacramento Housing Authority Repositioning Program).

Through CDBG, HOME, and other housing programs, SHRA invests in low-income communities, supports homeownership, and has financed approximately 4,250 affordable housing units since 2021.

THE EXECUTIVE DIRECTOR POSITION

The Executive Director of SHRA serves as the chief executive leader, reporting to the Sacramento City Council and Sacramento County Board of Supervisors. The role is responsible for setting the Agency's vision, strategic direction, and organizational priorities while overseeing housing programs, financial management, operations, compliance, and organizational performance.

The Executive Director provides strategic leadership in advancing SHRA's full range of housing repositioning initiatives while positioning the agency to pursue innovative housing development and acquisition opportunities that expand affordable housing production, strengthen financial sustainability, and maximize community impact

Key Responsibilities:

- Provide overall leadership and establish agency goals and strategic priorities.
- Represent SHRA with government, funding, and community stakeholders.
- Oversee affordable housing development, preservation, and management.
- Ensure financial sustainability, budget oversight, and responsible stewardship of public resources.
- Manage regulatory compliance and address organizational, political, and operational risks.
- Promote innovation, customer service, collaboration, and continuous improvement.
- Develop leadership capacity, succession planning, and employee performance.

IDEAL CANDIDATE

EXPERIENCES & CHARACTERISTICS



The ideal candidate will have:

- Proven executive leadership experience with a record of achievements that moved organizations forward, successful implementation of complex initiatives, and the ability to balance long-term strategic vision with effective day-to-day operations and organizational improvement.
- Exceptional communication, collaboration, and relationship-building skills, with the ability to foster trust, transparency, consensus, and strong partnerships among diverse stakeholders while enhancing internal cross-departmental communication.
- Strong political acumen and experience navigating complex multi-agency environments, working effectively with elected officials and governing boards, and strengthening relationships between the City, County, and Agency.
- Deep knowledge of affordable housing, housing finance, federal and state housing programs, and funding advocacy, including experience securing and managing housing resources and expertise in Housing Choice Voucher and Section 8 programs.
- A strategic, innovative, and forward-thinking mindset, with the ability to challenge the status quo, identify creative solutions to housing challenges, and advance organizational priorities.
- The ability to articulate a compelling vision, advocate effectively for organizational priorities, and communicate program impacts to build support, strengthen partnerships, and secure funding.
- A strong understanding of local government operations, community needs, and regional housing challenges, with the ability to navigate complex public-sector environments.
- Demonstrated success in leading organizational change, motivating and developing staff, and strengthening employee morale.
- Experienced in navigating labor relations, fostering, and promoting a collaborative, accountable, and high-performing organizational culture.

EDUCATION & EXPERIENCE

A Bachelor's degree from an accredited college or university with major coursework in public administration, business administration, housing, community development, urban planning, finance, or a closely related field is required, along with ten or more years of progressively responsible administrative and management experience in a complex public, housing, community development, governmental, nonprofit, or similarly regulated organization.

Candidates should have at least five years of significant senior management or executive leadership experience. A Master's degree is desirable. A combination of education and experience that provides the required knowledge, skills, and executive leadership capabilities may also be qualifying.

The selected candidate must possess, or have the ability to obtain, a valid California Class C driver's license and meet applicable Agency insurability requirements.

COMPENSATION AND BENEFITS

The salary range for this position is **$253,667-$356,935**. A proposed 3.5% COLA in January will adjust the range to: **$262,546-$369,428**, depending on qualifications.

SHRA offers a comprehensive benefits package, including CalPERS retirement coordinated with Social Security and a deferred compensation plan. Additional benefits include:

- 12 paid holidays + 2 floating holidays
- 80 hours of management leave
- 8 work-life balance days
- 12 days of sick leave
- Two weeks of annual vacation, with accruals increasing based on tenure
- Medical, dental, and vision insurance
- Long-term disability coverage
- Pre-tax health allowance that covers a substantial portion (up to 100% in some cases) of monthly medical and dental insurance premiums
- $50,000 group term life insurance policy
- Tuition reimbursement
- $500 monthly vehicle allowance
- Provided parking space
- Section 125 cafeteria plan.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references by **December 21, 2026**.

Please submit your materials to: https://www.cpshr.us/recruitment/2711

CPS HR CONSULTING

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Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate in further interviews. An appointment is anticipated upon the completion of comprehensive reference and background checks.

SHRA