



Inviting applications for  
**CHIEF HOUSING OFFICER**  
**CITY OF SAN ANTONIO**

**The Opportunity**

The City of San Antonio, Texas is inviting applications for the newly established, executive level position of Chief Housing Officer.



## The City of San Antonio

San Antonio is a picturesque City seated at the headwaters of the San Antonio River, 150 miles north of the Mexican border. The City's history dates back as a Coahuiltecan Native American village and then as a key trading post for Spanish explorers. Later European immigrants shifted to cattle ranching and in the 20th century, San Antonio became home to four major military bases and 15 colleges and universities.

Today, as the 7th largest City in the United States, San Antonio is undergoing a renaissance of development and innovation. Between 2010 and 2018 San Antonio's population increased 8% to approximately 1.5M residents with another population increase of 7% projected by 2023. The City's investments in infrastructure, public spaces and cultivation of the arts are paying dividends. MONEY magazine has named the City one of twenty places to visit in 2019, Riverwalk San Antonio has been recognized internationally both for its watershed restoration and activation of public spaces, and in 2017, the United Nations Educational, Scientific and Cultural Organization (UNESCO) named San Antonio a "Creative City of Gastronomy."

## City Governance

San Antonio has a Council-Manager form of government with a ten-member City Council. Councilmembers are elected by District, while the Mayor is elected at-large. The term of office for the Mayor and all members of the City are two-year terms, for not more than four (4) full terms of office. The City Council appoints the City Manager, who appoints all officials in executive positions with the exception of the City Clerk, City Internal Auditor, Presiding Judge, and Municipal Judges. In addition, the City is the seat of Bexar County, the fourth most populated county in Texas with a population of approximately 1.9M residents.

The City of San Antonio has been recognized for its high level of professional management by the ICMA and National Civic League, amongst others. For ten consecutive years, the City has maintained a AAA bond rating. The Fiscal Year 2020 adopted operating budget is \$2.9B with over 12,000 employees across over 30 departments. The City Manager's Executive Team consists of Department Directors, one Deputy City Manager, four Assistant City Managers, a Chief Financial Officer and a Chief of Staff.



## The Position

The Chief Housing Officer (CHO) position is a new leadership position reporting directly to the City Manager. The City has adopted several key policies regarding housing and homelessness for the City and now seeks an experienced leader to develop and initiate cohesive housing policy strategies.

Through extensive community engagement and stakeholder collaboration, the new Chief Housing Official will facilitate the implementation of a Housing Policy Framework through the Affordable Housing Implementation Plan, Homeless Prevention Strategic Plan and other housing strategies. The City of San Antonio invests \$36M annually to support homeless services and initiatives across the community. In the current fiscal year, the City has committed to investing \$34.8M in affordable housing by leveraging current City grants, general fund monies, and partnerships with the local housing community.

The Chief Housing Officer serves as the City's housing liaison and coordinates all city sector housing activities such as federal grants management, overseeing financing for new housing developments, and staying apprised of current housing needs in the community. Planning and preparing for the future is the top priority. The CHO will envision and work towards equitable housing options for all residents of San Antonio.

## The Ideal Candidate Will

- Possess executive leadership skills and the ability to bring people together united toward common goals.
- Excel in community engagement, possessing significant experience in stakeholder engagement processes along with a proven track record developing strategic partnerships and building trust with the community.
- Have demonstrated experience in the development of new programs and interpretation of policy guidelines.
- Be mission driven, having a passion for issues related to housing, homelessness and poverty.
- Possess a strong background in forward-thinking housing and homelessness best practices and programs.
- Synthesize diverse stakeholders' points of view with a sensitivity to community culture.

## Key attributes

**Activator** - *Strong ability to initiate ideas, thoughts and concepts into action and end results.*

**Collaborator** - *Proactively and transparently engages community and city stakeholders in the spirit of partnership toward common goals.*

**Excellent Communicator** - *Ability to both listen to stakeholders and communicate priorities and programs to the community.*

**Visionary** - *Envisions the housing needs of all San Antonians for future generations to come.*



### **Qualifications/Requirements**

Candidates must hold a bachelor's degree from an accredited college or university in a related field. In addition, seven years of increasingly responsible experience developing and implementing housing-related policies, including three or more years of supervisory experience. Preferred candidates will have a master's degree from an accredited college or university; knowledge in real estate development and finance; and experience in community engagement.

### **Compensation**

Dependent on qualifications, the salary range for the position is \$107,332-\$171,732 annually.

The City offers generous benefits and retirement including annual and personal leave; monthly car and cell phone allowances, deferred compensation plan, relocation/moving expenses and participation in the Texas Municipal Retirement System (TMRS).

### **To Be Considered**

**Interested candidates should submit a cover letter and resume by January 10, 2020 to:**

Management Partners  
**Attn: Nancy Hetrick**  
search@managementpartners.com

Please contact Nancy Hetrick at 408-437-5400 with any questions.