



Executive Director Position Description

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Sally M. Sterling Executive Search
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THE OPPORTUNITY:

CLPHA seeks a visionary and dynamic Executive Director to lead this influential organization during a critical time for affordable housing in the United States. Building on the significant accomplishments of retiring Executive Director Sunia Zaterman, who has successfully elevated CLPHA's profile and impact, the new Executive Director will champion the interests of large public housing authorities and their residents.

This is a unique opportunity to shape federal housing policy, drive innovation in the affordable housing sector, and support the critical work of CLPHA's member organizations. The Executive Director will be a leading voice in addressing the complex challenges of housing affordability, recapitalizing the nation's public housing infrastructure, and fostering thriving, equitable communities. The ideal candidate will possess deep knowledge of housing policy, exceptional advocacy skills, a collaborative leadership style, and a passion for CLPHA's mission.

Reporting to the Board of Directors, the Executive Director leads and manages the organization in accordance with policies, goals, and objectives established by the Board and articulated through CLPHA's mission, values, and strategic plan. This person will oversee an operating budget of \$3.5 million and a staff of 11 employees.

Key Relationships

Reports to	Board of Directors	
Other Key Relationships	Members	Federal Agencies
	Funders	Peer Industry Groups
	Legislative Staff	

Key Responsibilities

The Executive Director will be responsible for the overall leadership, strategic direction, and management of CLPHA, working in close partnership with the Board of Directors. Key responsibilities include:

Strategic Leadership and Vision:

- Provide visionary leadership to advance CLPHA's mission and strategic goals, adapting to the evolving federal political and funding landscape.
- Work with the Board and members to develop and implement long-range strategic plans that address current and future challenges and opportunities in the affordable housing sector.
- Foster a culture of innovation, collaboration, and excellence within the organization and among its membership.
- Champion CLPHA's commitment to equity and inclusion in all aspects of its work.

Advocacy and Policy Leadership:

- Serve as the lead advocate and spokesperson for CLPHA, representing the organization before Congress, the Administration (including HUD and other relevant federal agencies), national partners, and the media.
- Develop and execute sophisticated advocacy strategies to influence federal legislation, appropriations (including robust THUD funding), and regulatory actions impacting public housing and Housing Choice Vouchers.
- Advance CLPHA's legislative priorities, including a PHA-driven tax credit agenda, expansion of the Housing Choice Voucher program towards universal availability, and policies that support the recapitalization and modernization of the public housing portfolio.
- Analyze complex policy issues, develop CLPHA positions, and effectively communicate these to policymakers and stakeholders.
- Build and maintain strong, bipartisan relationships with key policymakers and their staff.

Member Engagement and Value:

- Ensure CLPHA provides exceptional value and support to its member housing authorities.
- Oversee strategies for member retention, recruitment, and engagement, fostering a strong sense of community and shared purpose.
- Support members in navigating complex transitions, including new finance/subsidy platforms, innovative business models, and participation in programs like Moving to Work (MTW).
- Facilitate effective tenant-based and place-based housing committees to advise the Board and staff.
- Oversee the development and implementation of member value activities, including conferences, webinars, peer-to-peer learning opportunities, and topic-specific working groups.
- Regularly assess and make recommendations regarding the dues structure, membership categories, and sponsorship revenues to ensure organizational sustainability.

Program Development and Innovation:

- Provide strategic oversight for CLPHA's key initiatives, including *Housing Is* cross-sector partnerships and a partnership with a major managed healthcare organization, ensuring their continued growth and impact.
- Organize and secure funding for signature events like the annual *Housing Is* Summit and develop strategies for its long-term sustainability.
- Lead efforts to execute a comprehensive 10-year recapitalization plan for the public housing portfolio.

- Advocate for increased PHA operational flexibility and support members applying for and implementing MTW authority.
- Build CLPHA's knowledge base, partnerships, and advocacy agenda on housing mobility practices, advocating for increased funding and broader HCV flexibility for mobility efforts.
- Seek and secure funding to support technical assistance, cross-sector initiatives, and other innovative programs.

Organizational Management and Governance:

- Provide effective leadership and management to CLPHA's staff, fostering a positive, productive, and inclusive work environment.
- Oversee the organization's financial health, including budget development and management, financial reporting, and audit processes.
- Ensure the long-term financial sustainability of CLPHA through diverse revenue streams, including membership dues, sponsorships, grants, and other development efforts.
- Work effectively with the Board of Directors, providing regular updates, transparent reporting, and support for their governance role.
- Ensure compliance with all legal and fiduciary responsibilities.
- Oversee the management agreements with two stand-alone nonprofit organizations, *Housing Is* and MTW Collaborative.

External Relations and Communications:

- Serve as the primary public face and spokesperson for CLPHA, enhancing its visibility and influence.
- Cultivate and maintain strong relationships with a wide range of stakeholders, including national housing organizations, advocacy groups, research institutions, philanthropic partners, and private sector leaders.
- Oversee CLPHA's communications strategy, ensuring clear, consistent, and impactful messaging across all platforms.

QUALIFICATIONS, SKILLS AND EXPERIENCE

The ideal candidate will be a proven leader with a deep commitment to affordable housing and a comprehensive understanding of the challenges and opportunities facing large public housing authorities. While the next Executive Director may come from a variety of backgrounds, successful candidates will bring several of the following:

Experience:

- 10-15 years of progressively responsible senior leadership experience in affordable housing, public policy, association management, or a related field.

- Demonstrated success in federal advocacy, policy development, and influencing legislative and regulatory outcomes, ideally within the housing sector.
- Knowledge of federal housing programs (Public Housing, Housing Choice Vouchers, RAD, MTW, LIHTC, etc.), funding mechanisms, and the operations of public housing authorities.
- Proven ability to lead and manage a complex organization, including strategic planning, financial oversight, staff development, and board relations.
- Demonstrated success in fundraising, grant writing, and resource development.
- Experience in building and leading coalitions and working collaboratively with diverse stakeholders.

Qualifications and Skills:

- Exceptional strategic thinking and problem-solving skills, with the ability to anticipate trends and develop innovative solutions.
- Outstanding communication skills, both written and verbal, with the ability to articulate complex issues clearly and persuasively to diverse audiences, including policymakers, members, media, and the public.
- Strong interpersonal skills, with a natural ability to build relationships, inspire trust, and foster collaboration.
- Demonstrated political acumen and a sophisticated understanding of the federal legislative and regulatory processes.
- A passionate commitment to CLPHA's mission, improving the lives of low-income individuals and families.
- Visionary, proactive, and results-oriented leadership style.
- High ethical standards, integrity, and sound judgment.
- Ability to thrive in a dynamic, fast-paced, and politically sensitive environment.
- Bachelor's degree required; Master's degree or other advanced degree in public policy, urban planning, public administration, law, or a related field is strongly preferred.

ABOUT THE COUNCIL OF LARGE PUBLIC HOUSING AUTHORITIES:

The Council of Large Public Housing Authorities (CLPHA) is a non-profit organization that works to preserve and improve public and affordable housing through advocacy, research, policy analysis, and public education. CLPHA's membership includes more than 85 of the largest and most innovative public housing authorities across the country. The CLPHA membership collectively owns and manages nearly 40 percent of the nation's public housing stock, administers more than a quarter of the Housing Choice Voucher program, and provides a wide array of other rental assistance. CLPHA members also make vital services available to the more than one million low-income households they serve in federally-assisted housing.

Additionally, *Housing Is*, a stand-alone nonprofit organization, is supported by CLPHA through a management agreement. *Housing Is* helps broaden and deepen efforts to align housing, education, and health organizations to produce positive long-term outcomes for those experiencing poverty.

Similarly, CLPHA also supports the MTW Collaborative through a management agreement. MTW Collaborative is a nonprofit membership organization that advocates for MTW communities, educates stakeholders on MTW-related issues, and supports the growth of the MTW program.

Collaboration across systems and sectors—through shared goals, focused resources, and coordinated efforts—strengthens our collective ability to serve the needs of low-income individuals and families effectively and efficiently.

CLPHA believes housing authorities are foundational to improving outcomes around housing, families, individuals, and communities. CLPHA works to:

- Advocate for responsible and effective federal housing policies and adequate funding levels.
- Promote innovative strategies to address the nation's affordable housing crisis and improve the lives of residents.
- Convene housing authority leaders for peer-to-peer exchange, learning, and collaboration.
- Conduct and disseminate research to inform policy and practice.
- Build partnerships across sectors to create holistic community solutions.

CLPHA's mission is to support the nation's largest and most innovative housing authorities by advocating for the resources and policies they need to solve local housing challenges and create communities of opportunity.

Five core principles guide CLPHA's mission, policy and advocacy work at the national level and how members operate at the local level. These principles are:

- Secure adequate funding;
- Stimulate capital investment;
- Ensure program and funding flexibility;
- Promote innovation of housing authorities; and
- Reduce silos across sectors.

CLPHA is at the forefront of shaping the future of affordable housing, championing initiatives that connect housing with health, education, and economic opportunity, and advancing equity and inclusion within the communities our members serve.

COMPENSATION AND CONTACT:

The Council of Large Public Housing Authorities strongly encourages qualified individuals of all backgrounds and experiences to consider this leadership position.

Compensation and Benefits

The salary range for this role is \$275,000 to \$310,000. Total compensation, which includes a generous benefits package and bonus potential, will be commensurate with experience.

Contact

CLPHA has retained Sally M. Sterling Executive Search to support the search for Executive Director. We welcome comments, nominations, or expressions of interest. All applicants are asked to include a letter of interest with their resume.

Please send an email with supporting materials to: CLPHA@sallysterlingexecutivesearch.com.