

Executive Director





THE LOS ANGELES AREA

With a racially diverse and an ethnically varied population of more than 10 million people, Los Angeles County has more residents than any county in the nation. Within its boundaries of 4,083 square miles are 88 cities, including the second largest city in the United States - the City of Los Angeles with a population of approximately 4 million.

In June 2019, the City and the County of Los Angeles reported that 58,936 people were experiencing homelessness, 36,165 in the city of Los Angeles. Of that total 44,214 were actually unsheltered, including 27,221 in the City of Los Angeles, the largest numbers ever. Further, the unsheltered population ranges from individuals who experience a wide range of mental and physical health issues to a solid number of people who maintain jobs but whose wages are insufficient to provide adequate housing and hence, many sleep and live in their cars.

Homelessness has been an ongoing and extraordinary challenge for the City and the County of Los Angeles.

THE LOS ANGELES HOMELESS SERVICES AUTHORITY (LAHSA)

LAHSA is an independent, Joint Powers Authority established by the Los Angeles County Board of Supervisors, Los Angeles Mayor and City Council. LAHSA's mission is to support, create, and sustain solutions to homelessness in Los Angeles County by providing leadership, advocacy, planning, and management of program funding. LAHSA is the lead agency in the Los Angeles Continuum of Care, which is the regional planning body that coordinates housing and services for homeless families and individuals in Los Angeles County. As greater numbers of people in the area began to experience homelessness, LAHSA has been positioned and increasingly seen as the 'go to' organization to drive solutions and lead the response.

LAHSA has recognized the need to become the organization that assumes leadership, now shifting from a grant coordinating organization to a system

administration effort. LAHSA will serve as the backbone of the region's rehousing system. To accomplish this organizational evolution, LAHSA is undertaking a dynamic strategic planning effort.

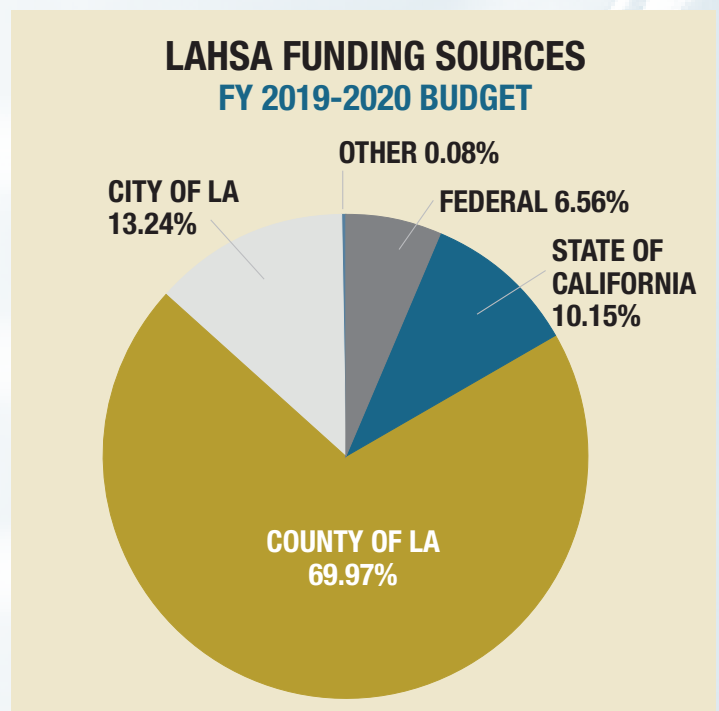
Five years ago, LAHSA's annual budget was \$70M, today it is \$439M and includes a mosaic of funding from the United States Department of Housing and Urban Development (HUD), the County, and City of Los Angeles and two ballot measures: LA County's Measure H and LA City's Proposition HHH. Of the total, \$64 million is earmarked for LAHSA's operations, the balance of funding supports a robust provider network. The staff has grown from 70 to over 450 full time employees, including 200 outreach professionals.

Clearly, LAHSA has experienced unprecedented funding growth and wants to seize this opportunity to maximize the impact of funding resources to rehouse people quickly.

To accomplish this, LAHSA funds research, program design, outcomes assessment, and technical assistance to more than 100 non-profit partner agencies and ensures that evidenced based practices of housing first, trauma informed practices and harm reduction become the core framework for programming outcomes.

LAHSA GOVERNANCE

A 10-member Commission governs LAHSA. Five members are selected by the County Board of Supervisors and five are chosen by the Los Angeles Mayor and ratified by the City Council. The Commission is empowered with making budgetary, funding, planning, and program policies and decisions.



The commission hires and evaluates the Executive Director.

THE POSITION OF EXECUTIVE DIRECTOR

The Executive Director (ED) is the Authority's Chief Executive Officer (CEO) and reports to the LAHSA Board of Commissioners. The Executive Director's primary responsibility is leading the region's ecosystem to end homelessness.

The position is unique and complex: the ED/CEO is a leader on homelessness, a tireless advocate within the political and policy communities that bridges the gaps in the system. The ED of LAHSA serves as the spokesperson to the financial partners, political entities and representatives within the county, agencies serving people experiencing homelessness, the homeless advocacy community, the media, the affordable housing community, philanthropy, and academia.

As the CEO, the ED position encompasses the following leadership responsibilities:

Commission

The Executive Director reports to and is appointed by the Commission will and work closely with The Commission, engaging its members appropriately in key policy discussions, regularly reporting on progress toward key strategic goals and priorities and on efforts working towards the role of LAHSA as the backbone of the region's rehousing system.

Organizational Leadership

- Continue to build a strong senior leadership team of dedicated and passionate staff committed to executing the mission of LAHSA;
- Build, grow and sustain a culture of diversity, equity and inclusion where racial equity is operationalized as a practice and outcome;
- Continue the efforts to build efficiency and innovative best practices within every organizational area of LAHSA that supports and aligns with the monumental growth the organization has experienced;
- Create strategic and real-time feedback loops with funders, providers and persons experiencing homelessness to ensure effective and timely services;
- Maintain the fiscal integrity of LAHSA including the development of long-term funding options capable of sustaining the organization; and
- Develop a communication and branding strategy that clearly articulates LAHSA's role as the backbone of the region's re-housing system.



THE IDEAL CANDIDATE

The LAHSA Commission Personnel Committee is seeking a transformational and visionary leader who holds eradicating homelessness as a core value; is knowledgeable of best practices and understands the urgency to shelter the unsheltered, in other words, an organizational leader who has a passion for the mission and function of LAHSA.

The new Executive Director and leader of LAHSA should be able to articulate and advocate for the core values, mission and priorities of LAHSA to all key stakeholders and constituent interests and represent the kind of leadership that enrolls everyone in the idea that sheltering the unsheltered and building the homeless ecosystem is the business of LAHSA. The ideal candidate should have demonstrated experience in the following:

- Leading a complex organization that is responsive to varied stakeholders and subject to political, public and media attention;
- Homelessness and Affordable Housing;
- A track record and/or a commitment to building, growing and sustaining a culture of diversity, equity and inclusion where racial equity is operationalized as a practice and outcome;
- Working in a culturally diverse and urban environment;
- Demonstrated understanding of the financial integrity and complex fiscal issues of homelessness;
- Demonstrated organizational management experience working within a complex governance structure;
- Demonstrated experience working well with and leading elected officials, advisory boards, and officials from all levels of government, the public, and the media.

The ideal candidate will possess the following leadership qualities:

- Ability to be innovative; out of the box and strategic thinker;
- Leadership style marked by a sense of humility, empathy and discernment;
- Flexibility and the interest to change course when necessary;
- Politically astute and extensive experience working with elected officials;
- Coalition builder noted for the ability to speak truth to power and 'thick skin.'

QUALIFICATIONS

Recommended Experience – The ideal candidate will have five-ten (5-10) years of progressively responsible fiscal and leadership oversight of a major complex organization. The candidate should also possess experience successfully working with a governing Commission or Board of Directors.

Recommended Education – Advanced degree from an accredited college or university, a relevant professional license, *and/or* any combination of education, training and experience in a related executive level career is required.



COMPENSATION & BENEFITS

Compensation will be dependent on qualifications and career accomplishments. Specific salary placement will be within the range of \$260,000 to \$310,000 based upon the evaluation of a candidate's overall ability to provide exemplary leadership to LAHSA. Benefits offered include an employer-sponsored 401(a) pension plan with 5% of employee's salary contributed by the employer after 6-months, employer-sponsored medical and dental plans (including dependent coverage), company paid long-term dis-



ability plan, company paid \$50,000 basic life and AD&D insurance policy, and company paid employee parking or transit pass.

THE SELECTION PROCESS

This is a *confidential* process and will be handled accordingly throughout all phases of the recruitment and selection process.

Nominations and submittals from interested candidates are desired immediately and/or by **April 24, 2020**. The recruitment is open until the position is filled. Candidates are strongly encouraged to apply early; evaluation of qualifications will be done throughout the recruitment process. Only a select number of highly qualified individuals will be invited to participate in a formal interview process. The Ad Hoc Search Committee (four members of the full Commission) has been authorized to conduct preliminary interviews.

An electronic version of all submittals is required. Interested candidates should apply immediately by sending a comprehensive resume, compelling cover letter of interest to: LAHSA.ED@thehawkinscompany.com by **April 24, 2020**. Resumes received by **April 24, 2020** will receive first consideration.



THE HAWKINS COMPANY
8939 S. Sepulveda Blvd., #110-216
Los Angeles, CA 90045
www.thehawkinscompany.com

Confidential inquiries are welcome. For additional information or questions, please contact Ms. Brett Byers at 323-403-8279, brett@thehawkinscompany.com or Ms. Christine Boulware at 312-391-6098, chris@thehawkinscompany.com.

The Los Angeles Homeless Services Authority is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this exceptional career opportunity.