



**LOS ANGELES COUNTY
AFFORDABLE HOUSING
SOLUTIONS AGENCY**

Chief Operating Officer



Recruitment Services Provided by
Ralph Andersen & Associates

Outstanding Career Opportunity

The Los Angeles County Affordable Housing Solutions Agency (LACAHSAs) is seeking a dynamic and experienced professional with exceptional leadership and management experience as its Chief Operating Officer (COO). This position is responsible for ensuring the effective administration, coordination and delivery of the Agencies programs and oversight of the Agencies financial matters. This top professional is expected to have a collaborative nature, effective interpersonal and communication skills, and a strong passion for public service.

The Agency

The Los Angeles County Affordable Housing Solutions Agency (LACAHSAs) is an independent regional agency that helps renters and makes housing more affordable through bold and urgent action.



How LACAHSa Came to Be:

The California State Legislature created LACAHSa as an independent regional agency with the authority to raise its own funds and take decisive action.

LACAHSa is an independent agency and is governed by a 22-member Board of Directors that includes representatives from across the entire Los Angeles County region, as well as subject matter experts. The community organizations and policymakers who designed LACAHSa worked with local leaders to make sure the agency represents Los Angeles as a region, with active citizen oversight and accountability.

Most of LACAHSa's funding at this time comes from L.A. County Measure A, which was passed by the voters in November 2024.

The measure allocates roughly \$380 million annually to the agency and requires LACAHSa to spend 60% of its Measure A revenue on affordable housing creation, preservation, and ownership.

Funding is both directly administered by the agency as well as directed to 13 'Eligible Jurisdictions' to directly administer programs. The jurisdictions include the largest cities, unincorporated communities, and regional councils of government.

60%

AFFORDABLE HOUSING
CREATION, PRESERVATION,
AND OWNERSHIP

30%

RENTER PROTECTION AND
HOMELESS PREVENTION

5%

TECHNICAL ASSISTANCE

5%

ADMINISTRATION AND
OPERATIONS



Our Programs:

Production, Preservation, and Ownership

The majority of LACAHSAs efforts are focused on expanding the availability of affordable housing. Specifically, LACAHSAs invests in production (building new affordable housing or converting existing buildings into affordable housing), preservation (preserving the existing affordable housing stock throughout the County), and ownership (helping low- and moderate-income households become or remain homeowners).

Technical Assistance

LACAHSAs supports eligible jurisdictions, small cities, and partners with technical assistance programs that build capacity, share knowledge and skills, accelerate housing production and homelessness prevention, and seed innovation.

Renter Protection and Homelessness Prevention

Through programs like RenterAid, LACAHSAs works to provide urgent and short-term temporary support to lower-income renters facing eviction and homelessness. This can include legal assistance for tenants facing unlawful eviction, help paying off utility bills, covering the cost of a security deposit, and more.

These basic and temporary interventions can make the difference between an individual or family maintaining their housing stability and being forced to move onto the streets.

Our Core Priorities

Renter Protection and Homelessness Prevention

Prevent displacement and homelessness before it starts.

Production, Preservation, and Ownership

Increase the supply of affordable housing units across the county.

Technical Assistance

Build capacity, remove barriers to effective implementation, and seed innovation to achieve our goals faster.

Our Mission:

To significantly expand access to affordable housing and prevent vulnerable people from slipping into homelessness, with an emphasis on innovation, impact, and accountability.

Our Values:

Innovative Solutions

From social bonds to financing guarantees, LACAHSa is experimenting with fresh ideas to tackle affordability with urgency and creativity.

Community-Driven Leadership

The agency is a product of coalition-building and regional visioning led by housing experts, elected officials, and the public.

The Position

The Chief Operating Officer is an executive, at-will position within the Los Angeles County Affordable Housing Solutions Agency (LACAHSa). The COO represents and upholds the authority of the Chief Executive Officer (CEO) agency-wide and is responsible for ensuring the effective administration, coordination, and delivery of government programs and services, and financial management and oversight.

Serving as a principal advisor to the CEO, the COO reports directly to the CEO and provides organizational leadership across all departments, ensures alignment with governing body policies, oversees daily operational performance of LACAHSa and provides additional financial management expertise, oversight and guidance on behalf of the CEO. This position is distinguished from deputy or assistant executive roles through its broad responsibility for operational oversight and implementation of executive directives.

Other key responsibilities include:

Executive Leadership & Organizational Oversight

- Provide executive-level support to the CEO in overseeing all LACAHSa operations, departments, and public service functions.
- Manage operational, administrative, fiscal, and personnel matters through department heads and senior leadership.
- Serve as acting CEO in her absence.
- Represent and uphold the authority, goals, and directives of the CEO.
- Assist in the selection, evaluation, and development of department heads and executive staff.

Strategic Planning & Policy Implementation

- Work with departments to develop, implement, and monitor strategies that support long-term organizational goals and governing body priorities.
- Identify emerging community and organizational needs, recommend solutions, and develop forward-looking operational strategies.
- Participate in establishing clear organizational goals, with emphasis on government accountability, transparency, and community engagement.

The Position continued

Fiscal & Administrative Management

- In concert with the CEO, assist in the oversight of Finance to manage fiscal matters, long-term financial strategies, resource allocation across departments and financial auditing, accounting, procurement, contract management and reporting.
- Lead or support development of the annual budget; annual independent financial statement audit, provide executive guidance, evaluate departmental requests, and ensure budgetary alignment with policy goals.
- Oversee internal administrative operations, including human resources, technology services, organizational development, public information, and internal support functions.

Legislative, Intergovernmental & Community Relations

- Monitor legislative, regulatory, and policy developments; assess implications for LACAHSAs operations and recommend positions or responses.
- Represent LACAHSAs in meetings with elected officials, intergovernmental partners, community organizations, and the public, as needed.

The Ideal Candidate

The ideal candidate for COO will be a strategic thinker with excellent judgment and decision-making skills with extensive expertise in government agency management. The selected individual will be an engaging and effective communicator who is comfortable making formal and informal presentations to a wide variety of audiences, presenting complex information in a non-technical manner. Problem solving and critical thinking skills are also essential for this role, as is a customer service-oriented mindset. The ideal candidate will be solutions driven and able to quickly adapt to changing priorities.

Successful performance in this key position requires the candidate to be skilled at managing and creating a strategic plan for a government entity, working collaboratively across the organization, building relationships, organizing, and leading people. The selected candidate will be a self-starter who is able to prioritize projects and has a proven track record of successfully building partnerships with county, state, and federal agencies particularly as it pertains to governmental financing agencies and/or affordable housing.

The ideal candidate will provide collaborative leadership and lead with compassion, integrity, and honesty. Top candidates will have the demonstrated ability to build consensus, respect, and trust among staff at all levels. The successful candidate will be able to establish and maintain cooperative relationships, being attentive and aware of the perspectives of various internal and external stakeholders. Prior experience in a comparable, diverse, high-performing organization is highly desirable.



Key Competencies

- Strategic Leadership: Translates policy direction and organizational vision into executable priorities and measurable results.
- Government & Financial Acumen: Understands government operations, public finance, budgeting, public funding, procurement, internal controls, and fiscal stewardship.
- Operational Excellence: Builds scalable systems, processes, policies, and accountability structures that enable effective execution
- Political Acumen: Navigates complex governmental, Board, community, and stakeholder environments with diplomacy and sound judgment.
- Change Leadership: Creates structure, leads transformation, and improves systems in a growing and evolving public agency. Board members, government partners, and external stakeholders.

Qualifying Experience and Education

Any combination of training, experience, and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Graduation from an accredited four (4) year college or university with a bachelor's degree in public administration, business administration, or a closely related field and ten (10) years of progressively responsible experience at an executive department head-level in governmental or public sector administration overseeing governmental fiscal operations, including budgeting, accounting and financial reporting and/or affordable housing development desired.

A Master's degree is preferred.

Compensation and Benefits

The salary range for this position is \$300,000 to \$325,000 depending on qualifications and experience. LACAHSa offers a competitive benefits program, which will include:

- Choice of PPO and HMO health insurance options with 100% of the premiums for Medical, Dental & Vision paid by the agency.
- Fully paid Life and AD&D insurance coverage
- Employee Assistance Program (EAP)
- Deferred Compensation 457 Plan and 401a Plan. LACAHSa matches employee contributions dollar-for-dollar, up to 5% of the employee's salary, with immediate vesting in the 401a Plan. **Note: LACAHSa is not a PERS agency.**
- Paid time off, including 14 holidays, two weeks of sick leave, and two weeks of accruable time in the first year.



To Be Considered

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to apply immediately, with the recruitment closing on **Sunday, November 15, 2026**.

Candidates should submit a comprehensive résumé and a compelling cover letter immediately via email to apply@ralphandersen.com. Confidential inquiries should be directed to Mr. Fred Wilson, Ralph Andersen & Associates at (916) 630-4900.

LACAHSA is proud to be an equal opportunity employer. We are committed to creating a diverse and inclusive workplace that reflects the community we serve. We strongly encourage applications from people of all backgrounds, including BIPOC, LGBTQIA+, and veterans.

<https://lakahsa.gov/>