



Finance Director

Empowering Affordable Housing through Financial Stewardship



The Opportunity

Join us at the Housing Authority of the County of Santa Cruz! This high-performing, mission-driven agency is seeking a strategic and grounded Finance Director to lead all financial operations, oversee fiscal policy, and ensure the financial integrity of an organization serving over 5,000 families each year.

The ideal candidate is a values-based leader with a strong background in public sector finance and accounting. They are collaborative, analytical, and forward-thinking. Someone who can maintain fiscal controls while supporting long-term agency growth and innovation. Someone who will serve as a trusted advisor to the Executive Director, Deputy Executive Director, and Board of Commissioners, playing a key role in strategic decision-making and organizational leadership.

This position reports to the Deputy Executive Director and oversees all functions of the Finance Department. The Finance Director will lead a team of supervisory and professional accounting staff, supporting the agency's \$170 million budget and ensuring compliance with all federal, state, and local regulations.

The positions in the Finance Department include:

- Controller: Procurement, Grants, Budgets, Fiscal Year-End Close, Audit, Financial Reporting
- Accountant: Reconciliations, Housing Assistance Payment (HAP) Processing, Journal Entries
- Accounting Specialist: Payroll, Accounts Payable, Accounts Receivable

Some of the responsibilities include:

- Leading all aspects of financial management, including accounting, budgeting, auditing, payroll, procurement, and financial reporting
- Developing internal controls and financial policies that promote transparency, accountability, and equity
- Managing investments, cash flow, and long-term financial planning
- Coordinating financial audits and maintaining strong relationships with regulatory agencies, auditors, and financial institutions
- Advising on funding strategies for real estate development, IT systems, and compensation studies
- Supporting agency-wide strategic planning and aligning financial practices with mission goals

This is a key leadership role at the Housing Authority, one that calls for financial acumen, ethical leadership, and a deep commitment to public service.



The Agency

Established in 1969, the Housing Authority was created to provide housing and rental assistance to the region's low-income residents. As an independent public agency, the Housing Authority operates separately from County government while maintaining strong partnerships with local jurisdictions. It serves as the sole public housing authority for each city in the county, and also administers rental assistance programs in Hollister and San Juan Bautista in neighboring San Benito County.

Since its founding, the Housing Authority has expanded to serve more than 5,000 families annually and brings over \$150 million in federal housing assistance to the community each year. The agency is governed by a seven-member Board of Commissioners appointed by the County Board of Supervisors.

In 2022, the Housing Authority was designated by HUD as a Moving to Work agency, allowing for greater flexibility to design innovative programs and policies that better meet the needs of the community. The organization employs a staff of 60 and operates with an annual budget of \$170 million, including \$150 million in housing assistance payments.

The Housing Authority also established an affiliated nonprofit, New Horizons Affordable Housing & Development, which owns and manages agency-developed housing. This work represents a growing area of focus, with one affordable housing community completed, another currently in development, and additional opportunities under evaluation.

The Housing Authority of the County of Santa Cruz is committed to advancing access to affordable housing and a thriving community free from discrimination by providing affordable housing and delivering inclusive services to our diverse community with compassion and kindness. Our mission extends beyond shelter, utilizing housing as a catalyst to promote equity, economic mobility, dignity, stability, improved quality of life, and a place to call home.

The Community

Nestled at the northern edge of Monterey Bay, Santa Cruz County is home to nearly 270,000 residents and four incorporated cities: Santa Cruz, Watsonville, Scotts Valley, and Capitola. Ideally situated just 65 miles south of San Francisco and 35 miles from both Monterey and Silicon Valley, the region offers an exceptional balance of natural beauty and accessibility.

Santa Cruz County is known for its extraordinary quality of life. With 29 miles of unspoiled coastline, ancient redwood forests, and more than 42,000 acres of state parkland, the area is a haven for outdoor enthusiasts. Hiking, surfing, biking, & wine tasting are all part of daily life, thanks to a climate that brings more than 300 days of sun each year.

The region's Mediterranean weather, low humidity, and scenic variety provide a setting as rich as the community itself. Educational institutions such as UC Santa Cruz and Cabrillo College anchor a strong academic presence, while the local economy is shaped by agriculture, tourism, technology, and service industries.

Here in Santa Cruz County, the pace may be relaxed, but the roots are deep. This is a place where community, creativity, and natural beauty come together. Not just a destination, but a place to grow.

CORE VALUES

Integrity | Community | Respect | Compassion | Equity | Service

The Difference

More Than Housing

- A public administration role with a nonprofit, mission-driven mindset
- Support a growing affordable housing portfolio
- See financial decisions move from spreadsheet to site plan to ribbon cutting

A Platform for Innovation

- Design and test local solutions through MTW authority
- Use flexibility to align policy, funding, and outcomes in smarter ways
- Help shape what housing programs can look like next, not just what they've been

Investing in Community

- Support Agency-led services that go beyond rent assistance
- Help fund programs that support families, youth, seniors, and property owners
- Connect financial stewardship directly to quality-of-life outcomes in the community



The Candidate

The Finance Director will bring strong technical expertise, strategic thinking, and a commitment to public service. This role calls for a skilled and trusted leader who is fiscally responsible, forward-looking, and grounded in integrity.

The next Finance Director will be a leader who understands the responsibility of stewarding public funds while helping the Agency grow and thrive in service to the community.



The ideal candidate will be:

- A strategic thinker who can see both the financial and human impact behind the numbers
- A collaborative partner who communicates clearly with staff, leadership, and external stakeholders
- A role model for professionalism, accountability, and public sector ethics
- A hands-on leader who builds systems that are both innovative and sustainable
- A supportive supervisor who fosters a positive, mission-driven team environment
- Comfortable navigating a complex regulatory environment and balancing multiple priorities
- Committed to transparency, accuracy, and strong internal controls
- Capable of managing high-level decision-making while staying connected to day-to-day operations

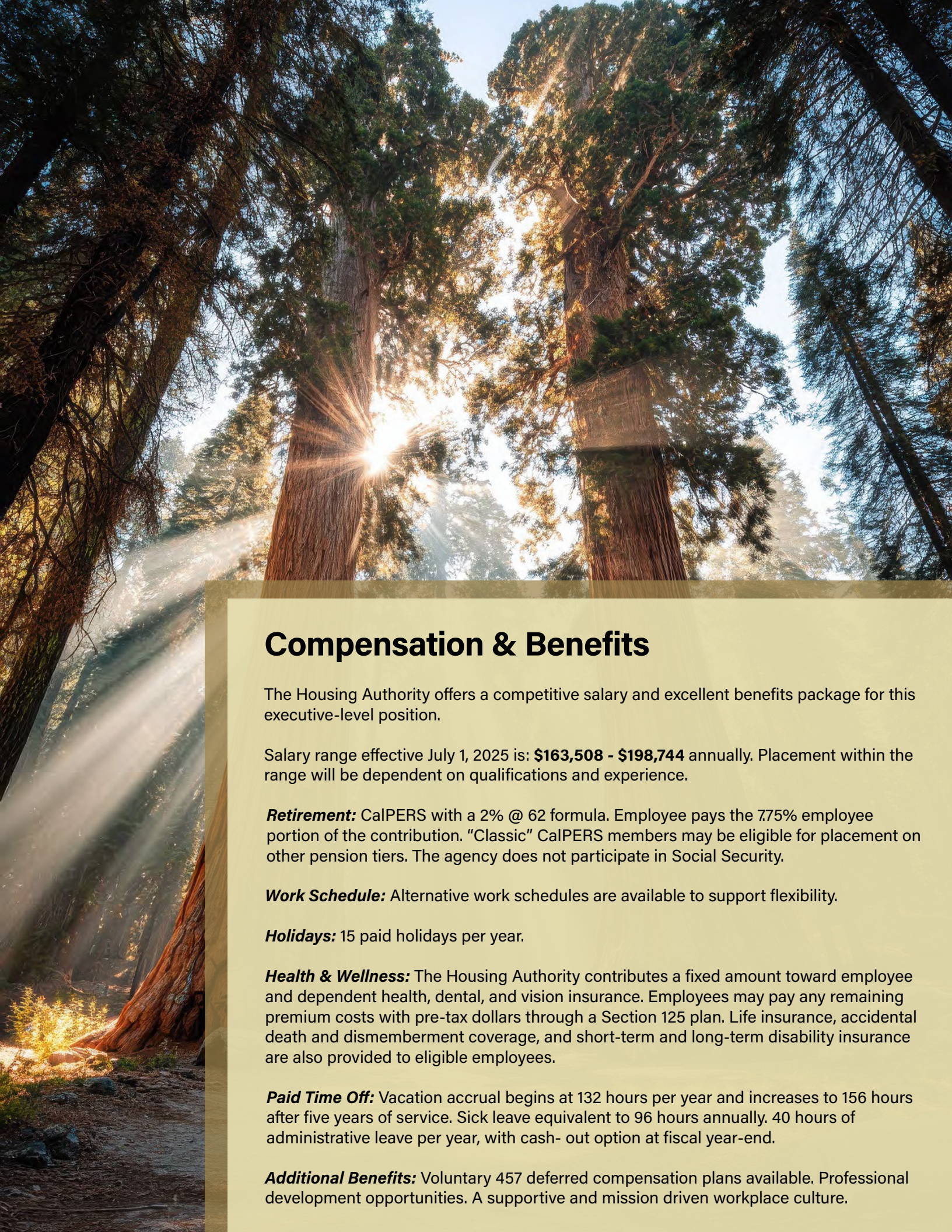
Education & Experience

Any combination of education and experience that demonstrates the required knowledge and abilities may be considered. A typical candidate will have:

- At least five years of increasingly responsible experience in public sector accounting, auditing, or budgeting
- A minimum of three years of experience in a supervisory or fiscal management role
- A bachelor's degree in accounting, finance, business or public administration, or a related field (a master's degree is preferred)
- Familiarity with HUD programs, Moving to Work, Housing Choice Vouchers, and Low-Income Housing Tax Credits is a plus

Equal Employment Opportunity Statement

We are an Equal Opportunity Employer and do not discriminate on the basis of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, genetic information, veteran status, or any other protected characteristic under applicable law.



Compensation & Benefits

The Housing Authority offers a competitive salary and excellent benefits package for this executive-level position.

Salary range effective July 1, 2025 is: **\$163,508 - \$198,744** annually. Placement within the range will be dependent on qualifications and experience.

Retirement: CalPERS with a 2% @ 62 formula. Employee pays the 7.75% employee portion of the contribution. "Classic" CalPERS members may be eligible for placement on other pension tiers. The agency does not participate in Social Security.

Work Schedule: Alternative work schedules are available to support flexibility.

Holidays: 15 paid holidays per year.

Health & Wellness: The Housing Authority contributes a fixed amount toward employee and dependent health, dental, and vision insurance. Employees may pay any remaining premium costs with pre-tax dollars through a Section 125 plan. Life insurance, accidental death and dismemberment coverage, and short-term and long-term disability insurance are also provided to eligible employees.

Paid Time Off: Vacation accrual begins at 132 hours per year and increases to 156 hours after five years of service. Sick leave equivalent to 96 hours annually. 40 hours of administrative leave per year, with cash-out option at fiscal year-end.

Additional Benefits: Voluntary 457 deferred compensation plans available. Professional development opportunities. A supportive and mission driven workplace culture.



Application Process

This position is open until filled. To be considered for this exceptional career opportunity, submit your résumé and cover letter by the first résumé review date of **Friday, September 11, 2026**. Résumé should reflect years and months of employment, beginning/ending dates, as well as the size of budgets and organizations you have served. A Housing Authority application and references will be required later in the process.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2659>

For further information contact:

Debbie Gutman

Tel: (916) 471-3364

Email: dgutman@cpshr.us

CPS HR  CONSULTING

Selection Process

Résumé and letters of interest will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with the Housing Authority. An appointment to the position will be made following comprehensive reference and background checks to be coordinated with the successful candidate.

