



OPPORTUNITY HOME SAN ANTONIO, TX  
INVITES YOUR INTEREST IN THE POSITION OF  
**SENIOR DIRECTOR OF  
DEVELOPMENT SERVICES AND  
NEIGHBORHOOD REVITALIZATION**



## THE COMMUNITY

San Antonio is a beautiful, thriving, historic community with a mixture of rich heritage and cultures, including heavy Spanish/Mexican influences that make it a truly unique city.

Approximately 1.5 million people live in San Antonio, the second-largest city in Texas, and the seventh-largest in the United States. Approximately 65% of the population is Hispanic. Since 1970, population growth and land annexation have doubled the size of San Antonio, which currently spans more than 460 square miles.

Key industries supporting San Antonio's economy include financial services, government, healthcare, and tourism. Each year, more than 20 million tourists visit local attractions and generate millions of dollars in new revenues, creating an overall \$13.6 billion impact on the local economy. The city is also home to several military bases, at which almost 90,000 people are employed, providing an additional effect on the local economy of more than \$5.25 billion. San Antonio is home to several Fortune 500 companies and the headquarters location for a host of large companies, including Valero Energy, Andeavor, USAA, iHeartMedia, NuStar Energy, CST Brands, and H-E-B, with other notable companies that maintain a sizable presence in the city such as Hulu, Toyota, Microsoft, and Boeing.

Rich in historical ambiance and culture, the city offers residents a variety of pastimes, including the River Walk, the Alamo, and other historic missions, SeaWorld, Six Flags Fiesta Texas, and the San Antonio Zoo.

Characterized by many culturally distinct neighborhoods, San Antonio offers residents various affordable housing options. The city has more than 30 private and charter schools and 31 higher-education facilities. It has several transportation options, including the San Antonio International Airport, bus and streetcar mass transit, and Amtrak national passenger rail service.

## THE AGENCY

Opportunity Home San Antonio (OHSA), formerly known as San Antonio Housing Authority (SAHA), has provided housing opportunities to San Antonio residents for over 85 years and is among the largest housing authorities in the nation.

The agency was created in 1937 and is governed by a seven-member Board of Commissioners appointed by the City of San Antonio Mayor to staggered two-year terms. The Board appoints the President & Chief Executive



Officer (CEO), responsible for the day-to-day operations and staff supervision. Members of the Executive Leadership Team report directly to the President & CEO and include the Executive Vice President of Development and General Counsel; Executive Vice President, Chief Financial Officer; Executive Vice President, Chief Administrative Officer; Chief Information Officer; Chief Asset Management Officer; Chief Data, Strategy, and Innovation Officer; Chief Operating Officer; Chief of Staff; and Chief Real Estate and Development Officer.

Opportunity Home San Antonio is committed to serving individuals and families who earn less than 30% of the area median income by providing and preserving public housing units, creating a safer and healthier environment, and improving the quality of life for residents. Its mission is to "improve the lives of residents by providing quality affordable housing and building sustainable, thriving communities."

As a nationally recognized leader in developing innovative and accessible low-income housing, OHSA serves almost 10% of Bexar County renters and touches the lives of over 63,000 people throughout San Antonio. The organization owns and manages approximately 6,000 public housing units at 74 properties, 4,400 mixed-income units at 31 properties, and 7,600 units at 36 properties through non-profit entities and partnerships.

OHSA administers about 14,000 federal Housing Choice (Section 8) rental assistance vouchers. Opportunity Home has nearly 600 FTEs, an annual operating budget of \$250 million, and a current value of more than \$500 million in assets.

Opportunity Home has an entrepreneurial approach to providing housing and improving neighborhoods throughout San Antonio. The agency utilizes public/private partnerships and creative financing to fund housing assistance and implement a comprehensive neighborhood revitalization approach to produce jobs, increase homeownership, and alleviate poverty. In the last five years, almost 1,300 new housing units in mixed-income communities were built.

Opportunity Home is one of several agencies designated by HUD to participate in Moving to Work (MTW)—a national project that seeks ways to increase the cost-effectiveness of federal housing assistance, provide families with children an incentive to become economically self-sufficient, and increase housing choices for families.

# THE POSITION

The Senior Director of Development Services and Neighborhood Revitalization (DSNR), under the direction of the Chief Real Estate and Development Officer (CREO), is responsible for the managing, coordinating, and overseeing organization-wide development and special development projects. This includes all aspects from site selection and acquisition, feasibility analysis to design, construction, financing, marketing, and resident leasing, ensuring projects are completed on time, within budget, and aligned with the organization's strategic goals.

Duties and responsibilities include:

- Responsible for leading the development team in implementing short- and long-term strategies, goals, objectives, policies, and priorities for development, acquisition, disposition, and redevelopment of projects.
- Carries out complex professional project development and management involving complex planning and real estate financing on new development, redevelopment, and acquisition projects. This includes managing contracts, grants, and special funds and developing the work programs, budgets, and project oversight mechanisms to ensure that short- and long-term goals are met.
- Evaluates and makes recommendations for potential development, redevelopment, and acquisition projects within the context of Opportunity Home's Mission and Goals. This includes preparing recommendations for project partnerships, financial implications and options, market feasibility, amenities, and other factors necessary to make informed project decisions.
- Works collaboratively with local, state, and federal government agencies and nonprofit and private sector developers on affordable housing issues, including project funding, down payment assistance, rehabilitation loan programs, and special needs housing programs.
- Analyzes state and federally assisted housing and related policies. Makes recommendations regarding the impact of these policies on Opportunity Home development initiatives. Develops project plans and coordinates the implementation of these plans with other departments.
- Provides advanced technical assistance to staff, other governmental agencies, and the public regarding plans, policies, affordable housing regulations, and proposed development activities.
- Reviews and makes recommendations on partnership agreements and financial applications, and provides organizational development assistance to nonprofits, trade and marketing organizations, and businesses.
- Creates, manages, and ensures compliance with HUD grants for development and department budgets, including requesting budget revisions from HUD.
- Represents the organization throughout the development process, including planning meetings, zoning, City Council, other city and county meetings, and neighborhood and community meetings.
- Schedules, conducts meetings, and delivers presentations to advisory boards, elected

officials and the general public to discuss and make recommendations for creating or modifying residential development with ancillary economic development plans and ordinances; acts as a liaison to advisory committees and represents the CREO at times.

- Directs and manages the day-to-day operations of the department staff.
- Reviews and approves all real estate documents, draws, contracts, purchase orders, payments, supplies, etc.
- Completes all duties as assigned or requested as outlined in operational and procedural guidelines. The guidelines are maintained and issued in an emergency at a property or any other location serving residents or employees.
- Participates in Trauma Informed Care (TIC) initiatives to include training, workgroups, project assignments, etc., that are launched or implemented to achieve and/or maintain certification as a TIC organization.
- Recognizes the significance of a data-driven organization that adheres to expanded policies and practices in data governance. Learns the distinct and different roles to include: Data Trustees, Data Domain Stewards, Data System Custodians, Data Stewards, and Data Users. Effectively collaborates with the various data roles as needed daily or in a project capacity.

These essential functions require a regular presence in the work environment, and regular attendance must be maintained. Other responsibilities, duties, and skills may be necessary and assigned as needed.



# THE IDEAL CANDIDATE

The Senior Director of DSNR position requires a high level of analytical ability to gather and interpret complex data and to find solutions to unusual and difficult challenges in the housing development arena.

The selected candidate will manage all aspects of pre-development, development, construction/rehabilitation, and stabilization phases of mixed-income



and affordable housing multifamily and single-family developments, including financing, site control, title evidence, design development, construction draw review and approval, federal and governmental approvals, including funding and regulatory approvals, ownership structure, federal environmental clearance and remediation, budget, schedule, legal and regulatory compliance, materials and servicing contracting, risk management, marketing/lease-up, public relations and asset management.



To succeed in this role, candidates must have knowledge and abilities including:

- Ability to prepare applications for debt, equity, and government program funding; coordinate value engineering and environmental remediation; secure zoning changes, building permits, and “gap” financing; and negotiate business terms with sellers and funding providers, securing their incorporation into binding agreements, including limited partnership agreements and interim/permanent debt and bond documentation.
- Ability to successfully work with state and local governments, nonprofit housing providers, real estate brokers, architects, engineers, surveyors, attorneys, accountants, title companies, general contractors, property managers, lenders, and equity providers.
- Extensive knowledge and experience with affordable housing programs, including Supportive Housing programs, inclusionary zoning, special needs housing, Section 8 Rental Housing, Low Income Housing Tax Credits, and Employer Assisted Housing Programs, is needed. Determining the feasibility of prospective multi-family developments utilizing varying methods of financing, including 9% and 4% LIHTC, HOME, CDBG, FHLB/AHP, HUD-insured mortgages (221d4), conventional construction and permanent financing, and tax-exempt essential function and 501(c)(3) bonds.
- Ability to identify unique solutions to address and satisfy competing requirements of multiple federal and governmental funding sources and program compliance.
- Maintain working knowledge of affordable and public housing finance programs and regulatory requirements.
- Knowledge of project feasibility by reviewing and understanding operating proformas, sources and uses budgets, and total development costs for potential transactions.
- Plan and organize development and acquisition projects to ensure completion within funding time frames.
- Knowledge of applicable federal, state, and local laws, codes, and regulations.

The ideal candidate will have excellent leadership qualities and solid organizational and problem-solving skills, as well as exceptional communication skills.

Requirements include a bachelor's degree in Architecture, Construction Management, Civil Engineering, Business Administration, Accounting, Finance, Law, Real Estate, or a related field. Must have at least twelve (12) years of experience in multifamily construction, which includes project planning, design, renovation, and development, with at least five (5) years of management experience.

The selected candidate must complete required trainings to include NDC Affordable Housing Finance Professional, Senior Public Housing Manager Certification, and Fair Housing within 18 months of hire. Training for Green and Sustainability Initiatives must be completed within 24 months of hire. A Texas Class “C” driver's license is required at the time of placement, along with insurability by the organization's fleet and liability insurance carrier.

## COMPENSATION

The salary range starts at \$140,000 and is open and dependent upon qualifications. OHSa offers an attractive benefits package. Texas does not have a state income tax.

## TO APPLY

If interested in this outstanding opportunity, visit our website, [www.SRNsearch.com](http://www.SRNsearch.com), and apply online. The first review of resumes will begin May 28, 2025; the position is open until filled. Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references. References will be contacted only following candidate's consent. Final interviews will be held with Opportunity Home San Antonio. Candidates will be advised of the recruitment status following the selection of the Senior Director of DSNR. Questions regarding this recruitment may be directed to:

S. Renée Narloch, President

S. Renée Narloch & Associates

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**S. RENÉE NARLOCH  
& ASSOCIATES**

PROFESSIONAL EXECUTIVE RECRUITMENT