

DEPUTY EXECUTIVE DIRECTOR

DEFINITION

Under direction of the Executive Director the incumbent is responsible for overseeing operations and coaching management in the Administrative Services (Information Technology, Facilities, Procurement, General Services, and Human Resources), Finance and Housing Departments, as well as supporting the Executive Director to ensure that the Santa Clara County Housing Authority ("Agency") operates effectively, efficiently, and in accordance with the applicable federal, state, and local, state, and local laws and regulations.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Executive Director. The work provides for a wide variety of independent decision-making, within legal and general policy and regulatory guidelines. Exercises general direction and supervision over management, supervisory, professional, technical, and administrative staff through subordinate levels of management and supervision.

CLASS CHARACTERISTICS

This is an executive management classification in which the incumbent oversees, directs, and participates in all activities of the Agency including short- and long-term planning, policy development and administration, and implementing Agency-wide functions and activities. The incumbent regularly interacts with the Executive Director, the Board of Commissioners, and departmental representatives in managing and coordinating Agency programs.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Supports the Executive Director to ensure that the Agency operates effectively, efficiently, and in accordance with applicable federal, state, and local laws and regulations; acts as Executive Director in the event of absence.
- Works with the executive management team and independent consultants, as applicable, to execute the Agency's vision, goals, and overall strategic plan through department-based goals and objectives; ensures (in conjunction with appropriate departmental input) the most effective and efficient use of the Agency's resources by allocating and refocusing resources to address key priorities.
- Assists the Executive Director in planning, organizing, leading and directing the implementation of the Agency's strategic vision, and the Agency-wide services and activities of the Agency's departments and programs including the Administrative Services (Information Technology, Facilities, Procurement, General Services, and Human Resources), Finance and Housing Departments.
- Contributes to the overall quality of the Agency's service provision by developing, reviewing, and implementing policies and procedures to meet legal requirements and Agency needs; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of change.
- Participates on the Executive Management team on the implementation of the strategic vision including fostering and cultivating stakeholder relationships on city, state, and national levels, as well as assisting in identifying new funding opportunities and drafting of prospective programmatic budgets and determining cost effectiveness of prospective service delivery.
- Participates in developing the strategic plan and manages the development and implementation of goals, objectives, policies, procedures, and work standards for the Agency; assigns department staff as required to optimize the efficiency and effectiveness of the overall Agency's performance.
- Selects, trains, coaches, motivates, and evaluates assigned staff, mentors and works with staff to correct deficiencies, engages in succession planning and leadership development, and implements discipline and termination procedures.
- Contributes to the overall quality of the Agency's service provision by developing, reviewing, and implementing policies and procedures to meet legal requirements and Agency needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of change.

- Initiates discussions on new programs and funding proposals; assist in the development of strategies and direction for both the Agency and individual departments.
- Directs and coordinates the preparation of analyses and recommendations regarding policy issues and long-range plans; advises the Executive Director regarding policy issues, programs, and projects to meet Agency, affiliate entity, community, and client needs.
- Implements directives and policies from the Board and Executive Director; provides guidance and coaching to other department heads and management to coordinate and implement assigned programs and projects; meets with other department heads to identify and resolve organizational and operational problems within departments and across departmental lines; ensures the successful operation of programs and projects.
- Through department heads, develops, directs, and monitors the preparation of the Agency budget and implements the Board-approved budget; approves the forecast of funds needed for operations.
- Provides the framework for strategic planning and optimal utilization of the various types of resources for Agency programs, projects, and services.
- Leads a variety of Agency-wide organizational and operational studies and investigations; recommends modifications to programs, policies, and procedures as appropriate.
- Prepares, reviews, and presents monthly reports and memos on recommendations for Board of Commissioners or affiliate boards' actions; attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of affordable housing programs and operations related to area of assignment.
- Monitors changes in laws, regulations, and technology that may affect Agency or departmental operations; implements policy and procedural changes as required.
- Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned by the Executive Director.
- Performs other duties as assigned.

QUALIFICATIONS

Education and Experience:

A master's degree from an accredited college or university with major coursework in business or public administration, or a closely related field, and ten (10) years of experience in a progressively responsible executive or management position in program planning, development, and implementation in areas related to assigned Agency responsibilities or in management of a moderate sized public organization or major functional/operational unit, including seven (7) years in a supervisory capacity. An equivalent combination of education, training and experience may be considered.

Licenses and Certifications:

Possession of or the ability to obtain and retain a valid California Driver License and a driving record acceptable to the Agency.

Knowledge of:

- Successful performance of the work requires knowledge of public policy, Agency functions and activities, and the ability to develop, oversee, and implement specialized projects and programs.
- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Agency-wide administrative practices and general principles of risk management related to the functions of the assigned area.
- Organization and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Applicable federal, state, and local laws and Agency resolutions, policies, and procedures relevant to assigned area of responsibility.
- Methods and techniques for the development of presentations, contract negotiations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.
- Modern office practices, methods, and computer equipment and applications related to the work.
- English usage, spelling, vocabulary, grammar, and punctuation.

- Techniques for effectively representing the Agency in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and Agency staff.

Ability to:

- Coordinate the activities among all Agency departments and manage and oversee the complex and varied programs, projects, and activities of the assigned function.
- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the department and assigned program areas.
- Provide administrative and professional leadership and direction for the department and the Agency.
- Plan, organize, direct, and coordinate the work of management, supervisory, professional, and technical personnel; delegate authority and responsibility.
- Select, train, motivate, and evaluate the work of staff and train staff in work procedures.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Effectively administer a variety of financial programs and administrative activities.
- Interpret, apply, and explain federal, state, and local laws and regulations, and policies, procedures, and practices of financial administration.
- Conduct effective negotiations and effectively represent the Agency and the department in meetings with governmental agencies, contractors, vendors, and various businesses, professional, regulatory, and legislative organizations.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various Agency and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds.

ENVIRONMENTAL ELEMENTS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances, duties of this class may be performed in an environment with exposure to various odors/fragrances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.