



CHIEF EXECUTIVE OFFICER



LACAHS
THE AFFORDABLE
SOLUTIONS AGENCY

The Los Angeles County Affordable Housing Solutions Agency (LACAHSa) stands at a pivotal moment in addressing the region's affordable housing crisis. Born from the fundamental belief that housing is a human right, LACAHSa was created through Senate Bill 679 to enact and sustain policies and practices that uplift all communities across Los Angeles County. As an independent government agency with jurisdiction throughout the nation's largest county, LACAHSa brings an unprecedented regional approach to solving a crisis that impacts 10 million residents across 88 cities and unincorporated areas.

The Chief Executive Officer will lead this transformative organization during a critical phase of growth and implementation. This is an extraordinary opportunity to build an innovative housing finance agency from the ground up, one that operates with speed, urgency, and a commitment to outcomes. The CEO will shape the future of affordable housing in Los Angeles County, creating new financing tools, streamlining the development process, and ensuring that housing solutions reach those who need them most.

For visionary leaders driven by innovation, equity, and a deep commitment to public service, this position offers an unparalleled opportunity to make a lasting impact on one of the most pressing challenges of our time.

A VISION FOR TRANSFORMATION AND IMPACT

Los Angeles County faces the most significant housing crisis in its history. Hundreds of thousands of residents' experience housing instability and are at risk of homelessness, being pushed out of communities where their families have lived for generations. The crisis demands bold leadership and innovative solutions that can only be achieved through unprecedented regional collaboration.

LACAHSa operates on a clear theory of change: we can do more together than apart. The agency's 22-member Board includes all five County Supervisors, the Mayors of Los Angeles and Long Beach, elected representatives from regional sectors, and expert representatives on key housing issues. This diverse governance structure reflects LACAHSa's mandate to break down silos between cities and structurally mandate coordination and collaboration, treating housing as essential countywide infrastructure rather than a local concern.

Reporting directly to the LACAHSa Board, the CEO will drive forward a comprehensive approach to the three pillars of affordable housing: protect tenants, preserve affordable housing, and produce new affordable housing. This multi-pronged strategy requires a leader who can think systemically, act decisively, and navigate complex political landscapes while maintaining unwavering focus on measurable outcomes.

Over the next 18 to 24 months, the CEO must establish LACAHSa as an agency defined by speed, innovation, and execution. This includes standing up the Joint Powers Authority for bonding capacity, creating flexible financing tools that move funds quickly, and establishing an efficient organizational infrastructure that maximizes resources for housing development that disburses funds to the eligible jurisdictions seamlessly. The agency must become known not just for what it funds, but for how it transforms the affordable housing ecosystem—challenging roadblocks, pursuing cutting-edge solutions, and demonstrating that regional collaboration can deliver impactful results.



STRATEGIC PRIORITIES AND EXPECTATIONS FOR THE NEXT CEO

Organizational Infrastructure and Operations

The CEO's first imperative is to build a best-in-class organization with the systems, staffing, and infrastructure necessary to operate at scale. This includes establishing clear governance structures, creating robust financial management systems, and continuing to build a high-performing team with deep expertise in housing finance, development, and program administration. The organization must be built for transparency and accountability from day one, with internal controls that safeguard public resources and ensures LACAHSAs solid reputation is maintained.

The CEO will secure a suitable office location, implement comprehensive reporting systems, and ensure smooth fund disbursement mechanisms that enable cities and partners to access resources efficiently. Administrative excellence is not bureaucracy but the foundation that allows LACAHSAs to move quickly and effectively. The agency's 10% administrative allocation must be leveraged strategically to build capacity that benefits the entire region.

Financial Strategy and Innovation

LACAHSAs effectiveness depends on the CEO's ability to create and deploy innovative financing mechanisms. The leader must have deep expertise in affordable housing finance, including Low Income Housing Tax Credits and non-traditional financing approaches. Equally important is the capacity to articulate complex financial structures in accessible terms to diverse stakeholders, from board members to community advocates. The CEO will establish the Joint Powers Authority for bonding capacity, a critical tool for leveraging Measure A funds and other resources. This requires navigating capital markets, building relationships with investors and rating agencies, and ensuring sound financial management that maintains the agency's credibility. The leader must also develop strategies for securing supplementary revenue sources beyond public funding, including philanthropic partnerships and innovative earned revenue models.

Financial innovation at LACAHSAs means creating tools that ease the financing stack for developers, fill critical gaps in project capital structures, and accelerate housing production. The CEO must be willing to challenge conventional approaches and pilot new models, from direct cash transfers to streamlined gap financing mechanisms that get projects from planning to construction quickly.

Program Design and Implementation

The CEO will oversee the development and implementation of impactful programs across LACAHSAs three main focus areas: production, preservation, and protection. During the first year, this involves setting clear programmatic guidelines, expanding rental assistance and homelessness prevention programs, and establishing pathways for both affordable rental options and homeownership.

Success requires balancing flexibility with accountability. Programs need to be responsive to the diverse needs of Los Angeles County's 88 cities while upholding consistent standards for impact measurement and fiscal responsibility. The CEO must collaborate closely with Eligible Jurisdictions to understand their unique contexts and needs, ensuring that LACAHSAs resources strengthen rather than duplicate existing local efforts.

The agency's approach must be outcome-driven, with concrete targets such as preserving 2,000 to 5,000 housing units in the first year and establishing universal tenant protections across multiple cities. Every program should be designed with clear metrics, regular evaluation, and a willingness to iterate based on results.

Political Navigation and Stakeholder Engagement

Leading LACAHSa requires exceptional political acumen. The CEO must navigate the complex dynamics of LA County's major factions—the City of Los Angeles, the County of Los Angeles the development community, housing advocates and the network of cities and Councils of Government. Each constituency has legitimate interests and perspectives, and the CEO must build consensus while maintaining focus on the agency's mission.

The role demands a leader who is politically savvy yet apolitical, able to manage a large and diverse board with diplomacy and skill. The CEO must generate unity within the board, establish immediate credibility with stakeholders, and demonstrate command of the issues from day one. This includes managing pressures related to budget allocations, responding to competing priorities, and ensuring that LACAHSa remains a stand-alone entity that serves regional rather than parochial interests.

Success requires being a convener who brings people together for regional solutions, deepening trust with cities and Councils of Government, and building productive relationships with developers, nonprofits, housing advocates, and community organizations. The CEO must be accessible and responsive, particularly to smaller cities that may lack internal housing expertise and rely on LACAHSa for technical assistance.

Public Accountability and Communication

As the public face of LACAHSa, the CEO must maintain the agency's credibility through transparent communication and demonstrated results. This is especially critical given public skepticism toward large government agencies and the imperative to distinguish LACAHSa as an organization that delivers outcomes efficiently.

The CEO will oversee the development of comprehensive communication strategies that increase LACAHSa's visibility and impact, using technology, social media, and traditional channels to share success stories and demonstrate accountability. Regular reporting to the board, stakeholders, and the public must convey complex information clearly while showcasing tangible progress toward housing goals.

The leader must also be a compelling advocate, representing LACAHSa's mission through public speaking engagements, media outreach, and policy forums at local, state, and potentially federal levels. This external advocacy must be matched by internal commitment to ethics, integrity, and protection of public dollars—the fundamental values that earn and maintain public trust.



THE IDEAL CANDIDATE



Experience and Expertise

The ideal candidate has at least 10 years of progressively responsible leadership experience in affordable housing, housing finance, or related fields. A proven track record in housing production, preservation, or homelessness prevention is crucial, along with demonstrated success in developing new programs and organizational systems from the ground up.

Deep expertise in housing finance is essential, including knowledge of capital markets, bond issuance, Low Income Housing Tax Credits, and innovative financing structures. However, stakeholders highlight that financial skills alone are not enough—the CEO must also excel at collaborating and building coalitions, able to bring diverse groups together and create consensus around shared objectives.

Experience working across the public, private nonprofit, and private for-profit sectors is highly valued, particularly at the regional level. The CEO should understand the complexity and unique characteristics of the Los Angeles region, including the challenges facing small cities and the dynamics of the County's political landscape. While knowledge of LA is important, LACAHSa is open to candidates from outside the region who bring fresh perspectives, provided they demonstrate commitment to learning and understanding the local context.

Leadership and Vision

LACAHSa needs a visionary leader who can see beyond current constraints and imagine new possibilities for affordable housing in Los Angeles County. This means being an innovative problem-solver who challenges the status quo, a systems thinker who understands how different pieces of the housing ecosystem interact, and a strategic planner who can translate vision into concrete action plans with realistic timelines.

The CEO must be a strong executive capable of building and empowering high-performing teams. This includes recruiting top talent, establishing clear roles and accountabilities, and creating an organizational culture defined by urgency, excellence, and mission-driven focus. The leader should be comfortable delegating while maintaining oversight, trusting team members while ensuring alignment with strategic priorities.

Equally important is the capacity to be an executor who gets things done. A leader who produces results quickly and efficiently, who can operationalize plans into measurable outcomes, and who approaches challenges with a bias toward action. LACAHSa is a startup environment that requires entrepreneurial energy and the resilience to navigate ambiguity while building structure.



Political and Interpersonal Skills

Success in this position demands extraordinary political acumen paired with a genuine commitment to collaboration over politics. The CEO must be comfortable in highly politicized environments, skilled at reading dynamics and navigating competing interests, yet fundamentally driven by mission rather than political gain.

Managing a 22-member board with diverse perspectives and constituencies requires diplomatic skills, patience, and the ability to build trust across differences. The CEO must be an effective consensus-builder who can find common ground while maintaining clear direction. This includes managing expectations, communicating transparently about constraints and trade-offs, and ensuring that all board members feel heard and respected. Beyond the board, the CEO must be a relationship builder who connects authentically with a wide range of stakeholders—from city managers and elected officials to grassroots housing advocates and tenants experiencing housing instability. The ability to work across lines of difference, bringing together constituencies with divergent perspectives around shared goals, is essential.

Commitment to Equity and Community

LACAHSA's mission is fundamentally about equity and justice. The ideal candidate demonstrates deep commitment to racial and economic justice, understanding how systemic inequities have created LA's housing crisis and how solutions must center the communities most impacted by housing instability.

Lived experience with housing challenges or demonstrated connection to communities facing affordability pressures is highly valued. The CEO should bring genuine empathy and understanding of what housing instability means for families and individuals, informing their approach to policy and program design.

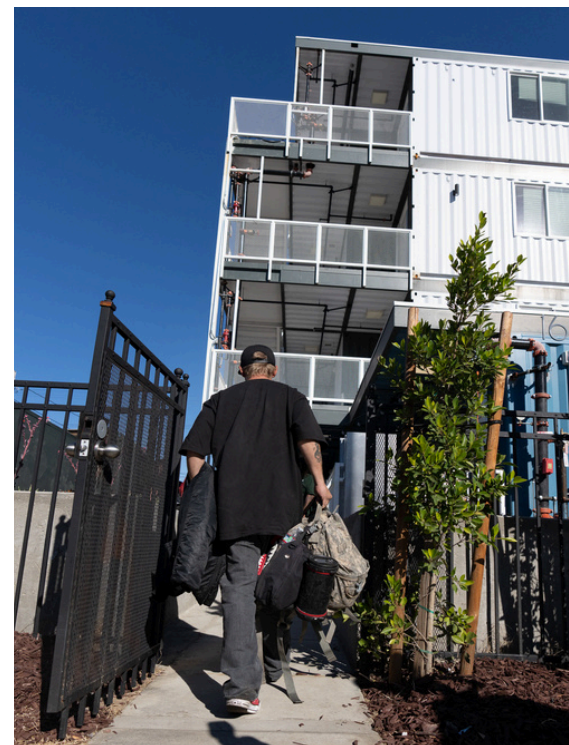
LACAHSA requires a leader who is community-centered, appreciating the unique challenges of small cities and diverse neighborhoods across the County. The CEO must be accessible and approachable, willing to listen and incorporate community feedback into decision-making, and committed to ensuring that LACAHSA's work advances equity rather than perpetuating existing disparities.

Personal Attributes

The position demands a leader of impeccable integrity who demonstrates unwavering commitment to protecting public dollars and maintaining ethical standards. The CEO must be transparent in all dealings, accountable for outcomes, and willing to make difficult decisions when necessary to uphold the agency's mission and values.

Adaptability and open-mindedness are essential in a startup environment where strategies may need to shift based on new information or changing circumstances. The CEO should be a continuous learner, curious about best practices from other regions and sectors, and willing to experiment with new approaches while maintaining appropriate safeguards.

Finally, the role requires courage and conviction—the willingness to challenge entrenched practices, advocate for bold solutions, and maintain focus on outcomes even when facing pressure or criticism. The CEO must have the confidence to lead with urgency while building collaborative relationships, balancing speed with inclusiveness, and staying true to LACAHSA's vision even as the path forward evolves.





QUALIFICATIONS

Required

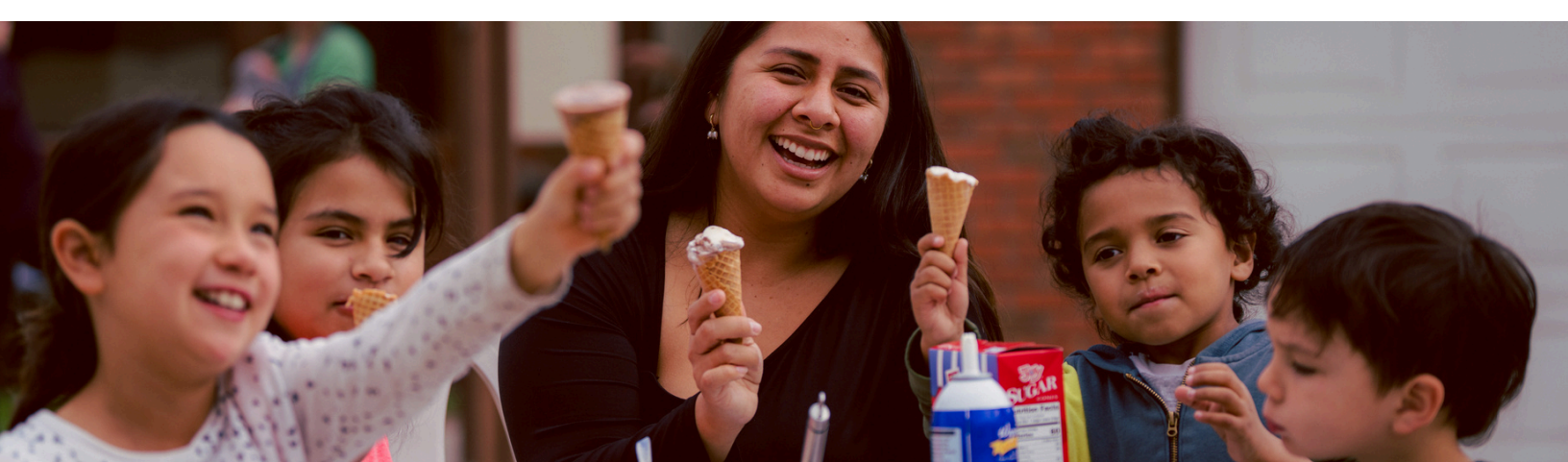
- Minimum of 10 years of progressive leadership experience in affordable housing, housing finance, community development, or related fields.
- Demonstrated expertise in housing production, preservation, or homelessness prevention.
- Proven track record of building new organizations, programs, or systems from the ground up.
- Strong financial acumen, including experience with housing finance mechanisms and budget management.
- Experience managing large boards or commissions with diverse constituencies.
- Experience working effectively across public, private nonprofit, and private for-profit sectors.
- Exceptional communication skills, both written and verbal, with ability to convey complex information to diverse audiences.
- Demonstrated ability to build consensus and manage relationships with diverse stakeholders.
- Bachelor's degree in public administration, finance, urban planning, community development, or related field.

Strongly Preferred

- Deep knowledge of affordable housing finance, including Low Income Housing Tax Credits, bond financing, and innovative financing structures.
- Experience working at regional or multi-jurisdictional level.
- Understanding of Los Angeles County housing landscape, policies, and political dynamics.
- Master's degree in public administration, finance, urban planning, community development, or related field.
- Background in housing justice and demonstrated commitment to equity.
- Experience with Joint Powers Authorities or similar governmental structures.

Key Competencies

- Visionary and strategic thinking
- Organizational leadership and team building
- Political navigation and consensus building
- Financial management and innovative finance
- Systems design and operational excellence
- Stakeholder engagement and communication
- Results orientation and accountability
- Ethical leadership and integrity
- Adaptability and resilience
- Commitment to equity and justice



COMPENSATION

LACAHSA offers a highly competitive executive compensation package, with a salary range of up to **\$400,000**, commensurate with experience and demonstrated leadership impact. The organization also provides a comprehensive benefits package, including robust health coverage and retirement plans aligned with public sector standards.

HOW TO APPLY

This Confidential search is being conducted nationally to identify a permanent Chief Executive Officer who will lead LACAHSA into its next phase of growth and impact. The position offers the unique opportunity to shape a new regional housing agency with the potential to transform how Los Angeles County addresses its affordable housing crisis.

First consideration will be given to applications received by **February 6, 2026**. To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to The Byers Group at LACAHSA.CEO@byersgroupca.com. The letter of interest should outline your interest in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled. Interested candidates should submit a resume, cover letter, and references to The Byers Group. Applications will be reviewed on a rolling basis until the position is filled.

LACAHSA is committed to providing equal employment opportunity for all qualified persons, regardless of race, religion, sex, national origin, age, sexual orientation, disability, or any other characteristic protected by state or federal law. The agency is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging.



THE BYERS GROUP

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