



Deep East Texas Council of Governments
& Economic Development District

Job Posting

Housing Program Director

January 28, 2026

POSITION: HOUSING PROGRAM DIRECTOR

DEPARTMENT: DETCOG REGIONAL HOUSING AUTHORITY

REPORTS TO: EXECUTIVE DIRECTOR

STATUS: FULL-TIME, EXEMPT

ROLE OVERVIEW:

- DETCOG is seeking an exceptional leader for our regional housing programs which include the Housing Choice Voucher (HCV) program and other related programs. This is a senior level leadership position in our organization. The DETCOG Regional Housing Authority serves approximately 1,700 families across 13 counties.

DUTIES AND RESPONSIBILITIES:

- Management and oversight of the Housing Choice Voucher (HCV) and related programs, including Family Self Sufficiency (FSS), Veterans Affairs Assistive Housing (VASH), and Foster Youth to Independence (FYI).
- Supervise a staff of 12, ensuring high customer standards are met. This includes assigning tasks, planning workloads, conducting performance reviews, and addressing personnel issues.
- Ensure compliance with HUD policies and benchmarks related to participant eligibility and compliance, voucher utilization, waitlist management, unit inspections and safety, financial management, and community engagement.
- Oversee the development and implementation of operating policies and procedures to foster effective and efficient operations.
- Monitor budget processes to ensure expenditures comply with program rules and DETCOG policies.
- Review, approve and submit various HUD reporting documents including but not limited to the Section Eight Management Assessment Program (SEMAP) and Voucher Management System (VMS).
- Apply for and manage grants including but not limited to the Resident Opportunity and Self-Sufficiency (ROSS) Service Coordinator program.
- Coordinate meetings of the Regional Housing Advisory Committee.
- Represent the agency at board meetings and other public meetings and presentations.

IDEAL CANDIDATE PROFILE:

- The ideal candidate will possess the experience to step into this role with minimal training; however, candidates with successful management experience in other fields and a willingness to train for this important position will be considered.
- A conscientious and compassionate individual who values fairness, structure, and the well-being of others, blending a high capacity for understanding others' feelings with the need to apply rules fairly and consistently.
- Reliable, professional, and detail oriented.

QUALIFICATIONS:

- Any combination of education, including degrees or certifications, and/or professional work experience which provides the required knowledge, skills, and abilities.
- Bachelor's degree from an accredited university is preferred.
- Multiple years of progressively responsible professional work experience, including experience managing and supervising a team, may substitute for degree requirement.
- Ability to organize and direct program activities and/or business functions; to identify problems, analyze alternatives, and implement effective solutions.
- Demonstrated leadership skills and ability to motivate and supervise staff.
- Excellent interpersonal and communication skills to interact with staff, clients, government officials, and the general public.
- Experience in successful HCV program management, or the willingness and ability to successfully complete a professional training and credentialing program.

ADDITIONAL REQUIREMENTS:

- Valid driver's license, proper vehicle insurance and use of vehicle for occasionally required travel.

SALARY AND BENEFITS: Negotiable, with projected range from \$77,000 to \$87,000, depending on experience. This position is equivalent to Director I in the State of Texas job classification system. DETCOG offers a competitive benefits package including health insurance, life insurance, retirement plan, and other benefits.

SPECIAL CONDITIONS OF EMPLOYMENT:

- DETCOG is an at-will employer.

APPLICATION PROCEDURE:

Submit completed application and resume to the DETCOG Human Resource Director by the following method:

- Email to: lsargent@detcog.gov

APPLICATION DEADLINE:

This position is open until filled. Applications should be submitted as soon as possible.

DETCOG IS AN EQUAL OPPORTUNITY EMPLOYER

**DEEP EAST TEXAS COUNCIL OF GOVERNMENTS & ECONOMIC DEVELOPMENT DISTRICT
1405 KURTH DRIVE - LUFKIN, TEXAS 75904**