



May 6, 2026

## JOB POSTING FOR FULL-TIME CEO & EXECUTIVE DIRECTOR

The Housing Authority of the City of Odessa, Texas is accepting applications for the position of CEO/Executive Director. This posting is intended to solicit qualified candidates to lead the Agency's operations, programs, and strategic initiatives. Interested applicants should submit a cover letter, résumé, three professional references (and any required certifications) by the stated deadline and as directed in the official job posting materials.

### How to Apply

Interested applicants should submit a cover letter, résumé, three professional references, and any required certifications. Additional materials may be requested during the selection process. Applicants who need a reasonable accommodation to participate in the application or interview process may request one.

### Application Deadline: July 6, 2026

Please submit a letter of interest, resume, application, and references to the Housing Authority City of Odessa, Texas Board of Commissioners at 124 E. 2nd Street, Odessa, Texas 79761, or by email to [maryh@odessahatx.com](mailto:maryh@odessahatx.com). Applications will be accepted until a sufficient pool of applicants has been developed. To obtain additional information, go to Opportunities for Employment at [www.odessahatx.com](http://www.odessahatx.com).

### Job Description

**Position Title:** CEO/Executive Director  
**Reports to:** Housing Authority Board of Commissioners (BOC)  
**FLSA Status:** Exempt (subject to applicable law)  
**Employment Status:** Full-Time  
**Work Location:** In-person (On-site)

### Position Summary

The Executive Director has overall responsibility for administering, managing, planning, and directing the Agency's programs and operations, and for ensuring the Agency receives at least a satisfactory rating under HUD performance scoring systems (e.g., PHAS, SEMAP, and other required evaluation systems). This position is an in-person role and is not eligible for remote work; regular, day-to-day physical presence at the Housing Authority is required to perform the essential functions of the job.

## Responsibilities

*The duties listed below illustrate the various types of work that may be performed. Performs the following essential functions and other duties as assigned.*

- (1) The Executive Director plans, develops, organizes, coordinates, delegates, supervises, and directs the implementation of the Agency's Housing programs.
- (2) Oversees and provides for the safekeeping of the Agency's buildings, grounds, facilities, equipment, supplies, monies, files, records, documents, and reporting, including documenting appropriate events and activities in writing.
- (3) Supervises Agency staff, providing ongoing assistance to current staff to support a positive and productive working environment. Makes recommendations for and oversees the selection, training, direction, supervision, utilization, discipline, and termination of Agency employees. Makes recommendations to the BOC for schedule of salary ranges, employee benefits, and periodic revisions. Reviews periodic reports on the accomplishment of assigned goals and objectives.
- (4) Oversees and ensures accurate preparation of all budgets and revisions. Revises and authorizes Agency expenditures and monitors funds for effective and efficient use.
- (5) Serves as Secretary/Treasurer to the Board of Commissioners, submitting budgets and informing Board of the status of activities and projects within the Agency; develops and proposes new policies or changes in existing policies; notifies the BOC of changes or proposed changes in federal, state, or local legislation affecting the Agency; provides the BOC with information on evaluations of efficiency and effectiveness of Agency operations and provides recommendations for improvements.
- (6) Works with the BOC to develop the Agency's strategic and operational plans. Effectively develops organizational structures and plans and implements internal policies, programs, goals, and priorities.
- (7) Serves as liaison between the BOC and Agency staff. Acts as spokesperson for the BOC when authorized by the BOC chairperson. Responds promptly to other BOC inquiries regarding Agency plans and operations.
- (8) Receives and reviews bids and participates in negotiating contracts with outside agencies and companies for major maintenance services and management services. Executes contracts.
- (9) Establishes policy, administrative, and management decisions concerning the daily operations of the Agency.
- (10) Identifies federal and non-federal funding sources to augment declining subsidy, helping to ensure the viability of housing and associated programs offered by the Agency.
- (11) Represents the Agency with officials, representatives, and members of local, state, and federal government; news media; and social and public service agencies. Addresses business and civic groups on matters pertaining to the Agency and

maintains a positive Agency image and productive working relationships with the community and public partners.

- (12) Meets with tenants concerning complaints and/or grievances after unresolved investigation and negotiations by designated staff and advises them of their rights to hearings according to the Agency's procedures.
- (13) Monitors, surveys, and inspects various aspects of the Agency's operations on a frequent and continuing basis, to obtain a general idea of conditions, appearance, problems, accomplishments, and results.
- (14) Monitors the Agency's compliance with applicable federal, state, and local laws, regulations, and rules, as well as Board of Commissioners directives. Prepares, reviews, approves, and submits required reports, documents, and statistics to such entities.
- (15) Ensures compliance with the Authority's bylaws.
- (16) Manages and oversees any subsidiary or related entities of the Authority, as applicable, consistent with Board direction and applicable law.
- (17) Attends professional meetings, seminars, and conferences to keep abreast of new trends, activities, and concepts in Housing Programs. Supports, assists, and works with other Agencies and affiliated organizations in joint efforts, which are mutually beneficial, by participating in community activities and functions relevant to Agency objectives and by maintaining membership in appropriate community organizations.
- (18) Volunteers new ideas, suggestions, and recommendations to HUD as desired. At the request of HUD, or affiliated groups, may assist in planning or development of seminars, conferences, and workshops. Reviews proposed laws or regulations and recommends changes or improvements.
- (19) Accountable for consistent adherence to strong Agency standards regarding the ethical, responsible, and appropriate use, care, and safeguarding of Agency materials, supplies, resources, and other assets.
- (20) Serves as Security Administrator and User Administrator for the HUD REAC system.

### **Required Education and Experience**

A Master of Public Administration / Master Business Administration or a closely related field from an accredited college or university and seven years of responsible managerial experience in public housing or regulatory agency or an equivalent combination of education, training, and experience resulting in the ability to fulfill the essential job duties of the position.

A Certified Management Executive (CME) Certification must be obtained within one year of employment or other allowable period of hire as authorized by the BOC.

### **Knowledge and Skills**

- (1) Thorough knowledge of the relationship of PHA's to other federal, state, and local

- jurisdictions and their abilities to provide funds or other support to the Agency.
- (2) Thorough knowledge of housing bond issues, Low Income Housing Tax Credits (LIHTC) conventional loans, or other financing options.
  - (3) Knowledge of community/social services available locally and through state and federal agencies and/or funding sources.
  - (4) Thorough knowledge of Agency operating policies and procedures, pertinent HUD regulations, and federal, state, and local laws and regulations pertaining to housing authorities.
  - (5) Thorough knowledge of the modern principles, practices, and techniques of personnel management, training, and performance evaluation.
  - (6) Thorough knowledge of procurement regulations and OSHA requirements.
  - (7) Working knowledge of the laws and regulations governing bonded indebtedness, handling of bids, and the preparation and execution of contracts and agreements.
  - (8) General knowledge of the modern principles, practices, and techniques of maintenance and other functional areas within the Agency.
  - (9) Thorough knowledge of the modern principles, practices, and techniques of budgeting and accounting, and of the function and operation of the construction industry.
  - (10) Thorough knowledge of financing and development of new properties.
  - (11) Skill in addressing the public and other bodies and presenting information in a clear, organized, and convincing manner.
  - (12) Ability to accurately and completely document in writing appropriate events and activities.
  - (13) Ability to plan, direct, and supervise the work of others, to delegate responsibility and authority, and to hold subordinates accountable for tasks assigned.
  - (14) Ability to read and comprehend complex material.
  - (15) Ability to analyze complex problems, identify operational needs and issues, interpret requirements, and develop integrated, creative, and effective solutions.
  - (16) Ability to manage complex, competing priorities; meet aggressive deadlines; and coordinate information and activities among groups with differing agendas across multifunctional areas.
  - (17) Ability to establish and maintain effective working relationships with subordinates, co-workers, and persons outside the Agency.
  - (18) Ability to prepare clear and concise narrative and statistical reports and deal effectively with situations requiring tact and diplomacy, yet firmness.
  - (19) Ability to operate appropriate Agency computer equipment and software packages.

## **Supervision Controls**

The Executive Director may receive instructions from the Board of Commissioners (BOC) or other governing or regulatory agency. The Executive Director routinely works without the direction of a supervisor and is free to develop methods, deadlines, priorities, and/or objectives. When instructions are received, they are usually specific and detailed because they apply to unusual and rarely occurring situations. Other instructions are usually in the form of BOC directives or policy statements. Normally the Executive Director makes independent decisions pertaining to situations not covered by specific guidelines, but the BOC or other employees are consulted in serious or unusual circumstances. The Executive Director's work is reviewed for progress and achievement of goals.

Under normal conditions, the Executive Director makes general assignments to department Directors, specifying priorities, deadlines, and objectives. The Executive Director infrequently makes specific assignments to executive office staff. Assignments to executive office staff will include what is to be done, deadlines, quality, quantity, and priority. The Executive Director supervises professional, managerial, and clerical employees and monitors the work of multiple work units that perform related and/or unrelated work.

## **Guidelines**

Guidelines followed by the Executive Director include published laws, regulations, handbooks, notices, contracts, agreements, codes, ordinances, policy directives from the Board of Commissioners, and technical assistance from HUD. Upon personal initiative, the Executive Director obtains informal guidance and assistance from other Agencies, professional organizations, and housing-related groups.

The Executive Director performs duties by applying the basic principles of housing Agency management and uses independent judgment in many decision-making situations. Routine decisions pertaining to the operation of the Agency, handling of funds, and personnel matters, are provided with specific guidelines in the form of internal operating policies and procedures, and federal, state, and local laws and regulations. The Executive Director is periodically monitored for compliance with existing guidelines by the BOC and HUD.

## **Complexity**

- (1) The Executive Director performs a wide variety of tasks, which may not be related.
- (2) The Executive Director makes decisions regarding unusual circumstances, conflicting data, and non-routine situations pertaining to the overall management and operation of the Agency.
- (3) Some tasks are difficult, such as dealing with life-threatening emergencies (inoperative gas or electric systems and crimes committed against tenants).
- (4) Responding to tenants, staff members, the BOC, City officials, news media, Congress, and the public on a continuing basis necessitates great patience, tact, and diplomacy.
- (5) Ever-changing laws and regulations require frequent updating and promulgation of Agency plans, policies, and procedures, particularly those affecting applicants and tenants, such as the admission of aliens, federal selection preferences, and rent

computations.

## Scope and Effect

The Executive Director's leadership affects the Agency's image in the community, staff throughout the Agency, and the Agency's tenants. Effective leadership in managing, operating, and maintaining housing programs has a positive impact on the Agency's overall mission: to provide outstanding affordable housing and redevelopment services to improve the quality of life for our tenants and the community. Successful accomplishment of that mission can result in betterment of housing in surrounding communities and provides a positive image in the community.

## Personal Contacts

The Executive Director has contact with a broad range of individuals, including the news media; the Board of Commissioners (BOC); federal, state, and local government personnel; social service personnel; housing tenants; the general public; various special interest groups; and all levels of Agency personnel. Most contacts with people outside the Agency are relatively unstructured and require tact and diplomacy; regularly, contact requires negotiation and/or handling of controversial matters. Contact serves multiple purposes including giving or gaining information, planning, coordinating, advising, motivating, influencing, directing persons or groups, and justifying, defending, negotiating, and resolving significant matters. Contact may occur in cooperative, antagonistic, or unresponsive situations.

## Physical Requirements

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- (1) Work is primarily sedentary but may involve physical exertion during on-site visits with tenants or staff members, inspections of Agency developments, sites, dwellings, or facilities, and travel to meetings, conferences, or workshops in other cities.
- (2) Must be able to sit and/or stand for up to eight hours while performing work duties.
- (3) Must be able to bend, stoop, push, and pull in the performance of work-related duties (e.g., moving or carrying objects or materials).
- (4) Must be able to use fingers bilaterally and unilaterally to operate office-related equipment.
- (5) Must have vision and hearing corrected to be able to perform essential job functions.
- (6) Must be able to perform essential job functions in an environment that will sometimes include increased levels of work-related stress.
- (7) Must maintain a professional appearance and portray a positive image for the Agency.

- (8) Must be able to maintain punctuality and attendance as scheduled.
- (9) An employee may request reasonable accommodation to mitigate any of the physical requirements listed above.

### **Medicinal and Recreational Marijuana**

Marijuana is a Schedule I controlled substance and is illegal under federal law. The Agency observes the common rule of the **Federal Marijuana Law of the Controlled Substances Act (CSA)** (21 U.S.C. § 811), which does not recognize the difference between medical and recreational use of marijuana and has established the required Drug Free Workplace Policy. Employees are **NOT** permitted to use or possess **any form** of marijuana for medical or recreational purposes. Any applicant for employment who tests positive for marijuana during a pre-employment drug screening shall be ineligible for employment with the Agency. Any applicant for employment who advises the Agency that he/she uses **any form** of marijuana will be ineligible for employment. The Agency will administer and enforce its Drug Free Workplace Policy in a manner consistent with applicable law.

### **Work Environment**

Work involves the normal risks or discomfort associated with an office environment and is usually in an area that is adequately cooled, heated, lighted, and ventilated. From time to time, it may involve visits to housing developments, sites, dwellings, or facilities.

### **Other Requirements**

- (1) Must possess a valid driver's license and maintain a good driving record.
- (2) May be required to work an unusual work schedule.
- (3) Must work with the highest degree of confidentiality.
- (4) Must be available for occasional overnight travel for training.
- (5) Employment is contingent upon successful completion of pre-employment drug screening and a criminal background check, consistent with applicable law and Agency policy, and the employee must not illegally use or possess any controlled substance at any time.
- (6) This position is in-person and on-site at the Housing Authority and is not a remote or telework-eligible position. The Executive Director is required to maintain regular, day-to-day physical presence during the Authority's business hours and as otherwise required to fulfill operational needs, subject to applicable law and approved leave.

**The Housing Authority of the City of Odessa, Texas is an Equal Opportunity Employer. This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed. The duties herein are representative of the essential functions of this job. This job description reflects management's assignment of functions; however, it does not prescribe or restrict tasks that may be assigned. Nothing in**

**this document restricts management’s right to assign or reassign duties and responsibilities at any time. The qualifications listed above are guidelines, other combinations of education and experience that could provide the necessary knowledge, skills, and abilities to perform the job may be considered at the discretion of the Board of Commissioners.**

**Employment with the Housing Authority of the City of Odessa, Texas is on an “at-will” basis. Nothing in this document is intended to create an employment contract, implied or otherwise, and does not constitute a promise of continued employment.**

**Disclaimer: The above statements describe the general nature and level of work performed and are not intended to be an exhaustive list of responsibilities, demands, or skills. Management reserves the right to add, delete, or modify any provision of this description at any time as needed without notice. This job description supersedes earlier versions.**