

Chief Operating Officer, HSH Chief Program Officer, HSH

Department of Homeless Services & Housing

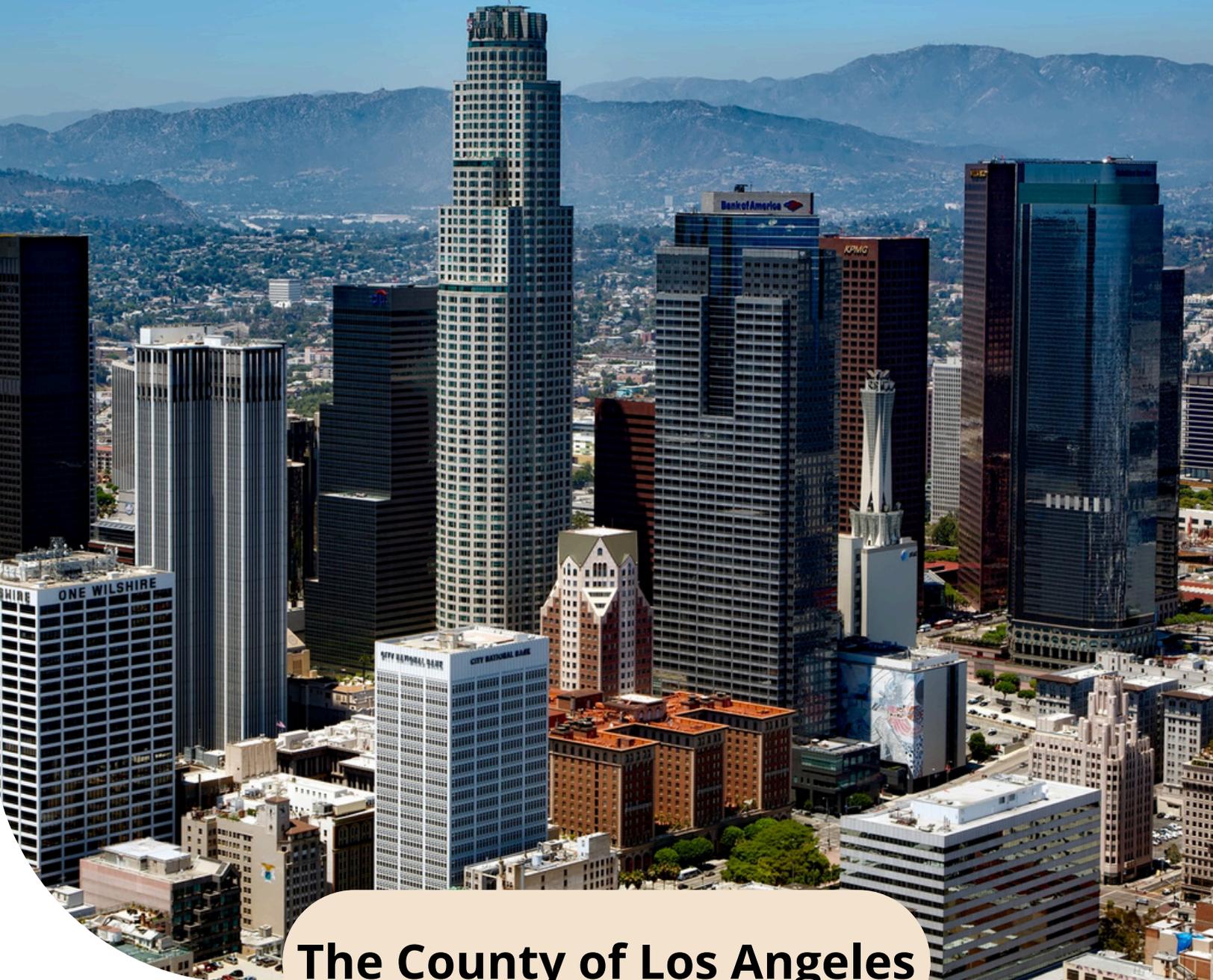
Los Angeles County
EXECUTIVE CAREER OPPORTUNITY

Los Angeles County
DEPARTMENT OF

Human Resources



Applications accepted from October 14, 2025 until filled. First consideration will be given to applications received by October 24, 2025.



The County of Los Angeles

The County of Los Angeles serves a demographically and geographically diverse population of more than 10 million residents. Employing over 100,000 employees in 39 departments who work in roles as broad as law, civil engineering, public safety, healthcare, and human services, the County operates with an annual budget of over \$52.5 billion for the fiscal year 2025 - 2026. The County is a Fair Chance employer, committed to diversity and inclusiveness in its workforce. It is a culturally diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for arts, media, and entertainment – unlike anywhere else in the world.



The Department

On April 1, 2025, the Los Angeles County Board of Supervisors voted to establish a new department dedicated exclusively to addressing homelessness, the Department of Homeless Services and Housing (HSH). This decision created an unparalleled opportunity to build an effective, transparent, and accountable infrastructure for delivering a comprehensive response to homelessness across the County.

Officially launched on July 1, 2025, HSH is designed to:

- Consolidate and centralize fragmented efforts that had previously been spread across multiple County departments.
- Streamline accountability by placing direct oversight under a single Director who reports to the Board of Supervisors.
- Focus on achieving clearly defined, performance-based outcomes that prioritize impact, equity, and efficiency.
- Create transparent processes and measurable results to ensure progress is visible to the Board, stakeholders, and the public.



This new structure positions HSH to address both the immediate needs of people experiencing homelessness and the root causes driving housing instability, through proven and innovative strategies. The department will:

- Expand housing pipelines and supportive housing programs.
- Strengthen partnerships with County agencies, cities, and community-based organizations.
- Align investments with prevention-focused strategies.
- Incorporate an equity-centered framework to close disparities for historically underserved populations.



With its launch, HSH represents the County's most ambitious and unified approach yet to preventing and ending homelessness, while ensuring accountability and transparency in the use of public resources.



The Opportunities

The Department of Homeless Services and Housing is recruiting for two executive leadership positions that serve as key members of the leadership team and principal advisors to the Director.

Each executive will oversee a broad portfolio of strategic and operational functions:

- Chief Operating Officer, HSH – Provides executive leadership over administrative, fiscal, human resources, contracting, compliance, and internal support functions to ensure accountability, efficiency, and transparency.
- Chief Program Officer, HSH – Directs programmatic operations and service delivery, overseeing housing and homelessness programs, outreach, interim and permanent housing, clinical and supportive services, and partnerships with County agencies and community organizations.

Both executives will help shape the Department's direction, align operations with strategic goals, and ensure equity and measurable outcomes across all initiatives. They will serve as Acting Director in the Director's absence.



Ideal Candidates

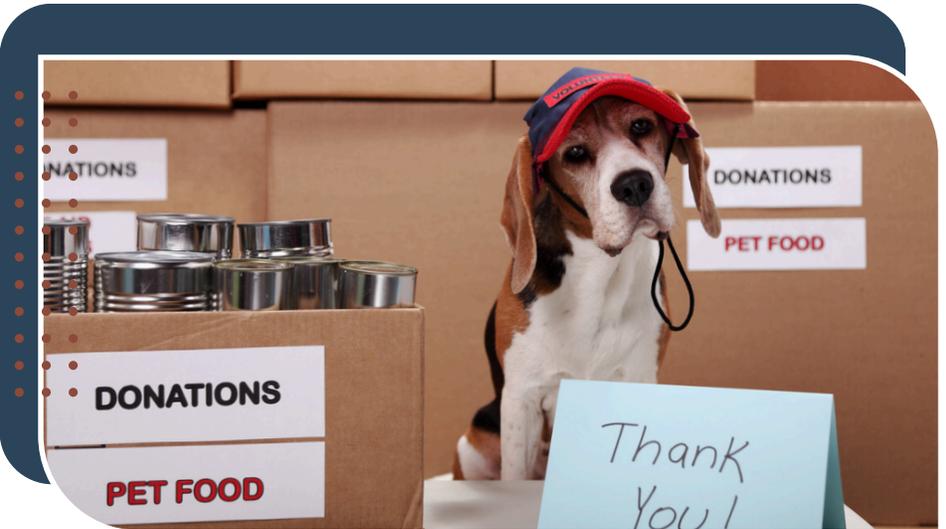
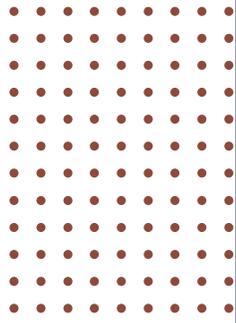
The ideal candidates are seasoned public sector executives with demonstrated expertise in leading large, complex organizations, preferably in homelessness services, housing, human services, behavioral health, or community development. Both the Chief Operating Officer, HSH and Chief Program Officer, HSH will bring a deep commitment to public service, operational excellence, and equity.

They will be:

- Strategic and operational leaders, equally adept at high-level planning and hands-on execution.
- Collaborators and bridge-builders skilled at fostering trust with elected officials, County departments, city leaders, community-based organizations, and advocates.
- Champions of equity, with a deep commitment to addressing racial, social, and economic disparities.
- Data-driven and results-oriented, leveraging evidence-based practices to inform decisions, promote transparency, enhance accountability, and measure outcomes.
- Innovators and change agents, comfortable navigating ambiguity and implementing reforms in highly visible, politically sensitive environments.

In addition, each executive will bring specialized strengths aligned to their area of focus:

- Chief Operating Officer, HSH – Expertise in administrative leadership, fiscal and budget management, contracting, human resources, procurement, and operational systems.
- Chief Program Officer, HSH – Proven success designing, implementing, and evaluating large-scale housing and homelessness programs; coordinating with health, justice, and social service systems; and driving programmatic outcomes.



Key Responsibilities

Chief Operating Officer, HSH

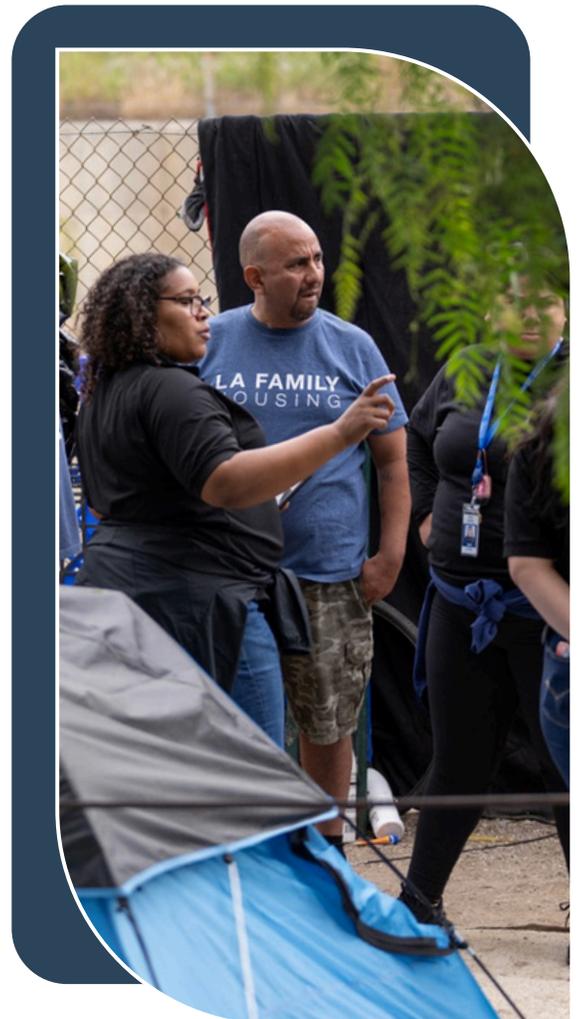
- Oversee administrative, fiscal, contracting, procurement, HR, IT, and facilities management functions.
- Lead development of internal controls, financial management, and accountability systems.
- Ensure efficient allocation of resources across programs and operations.
- Support implementation of policies and systems to enhance transparency and performance management.

Chief Program Officer, HSH

- Lead program design, delivery, and evaluation across all homelessness and housing initiatives.
- Direct service portfolios including unsheltered outreach, interim housing, permanent supportive housing, enriched residential care, and benefits assistance.
- Coordinate with health, justice, and social service systems to align and integrate services.
- Advance equity-centered practices and evidence-based interventions to improve outcomes.

Shared Responsibilities

- Serve as the Acting Director in the Director's absence with complete authority over departmental operations and/or programs.
- Represent the Department before the Board of Supervisors, legislative bodies, community groups, and the media.
- Implement performance management systems that measure progress, promote transparency, and improve outcomes for people experiencing homelessness.
- Provide executive leadership to division heads and senior managers, ensuring clear priorities, accountability, and professional development.



Qualifications

- A Bachelor's degree from an accredited college or university in Public Administration, Business Administration, Social Work, Urban Planning, Public Policy, or a related field.
- Five (5) years of progressively responsible executive experience directing, through subordinate managers, a public agency or major divisions within an agency serving a large and diverse constituency, with responsibility for administrative, operational, or programmatic functions in housing, homelessness, human services, or related fields.
- Demonstrated ability to lead organizational transformation, manage diverse funding sources, and deliver measurable outcomes.
- A valid California Class "C" driver's license or the ability to use an alternative method of transportation when needed.

Candidates should demonstrate expertise aligned to their respective focus area (Operations or Programs) while possessing broad knowledge of homelessness, housing, and human services systems.



Desirables

- Advanced degree in Public Administration, Social Work, Urban Planning, Public Policy, or related discipline.
- Proven track record of leading large-scale housing or homelessness initiatives, particularly in urban or countywide systems.
- Demonstrated expertise in fiscal management, contracts, and grants administration, including aligning resources to strategic priorities.
- Experience working effectively with elected officials, advocacy groups, and diverse community stakeholders.
- Strong public presence with the ability to represent the Department in high-profile settings.
- Commitment to equity, inclusion, and culturally responsive service delivery.

Compensation

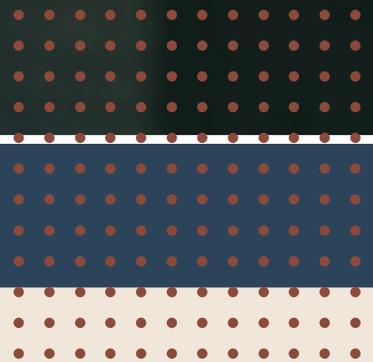
Starting annual salary will depend on qualifications and career accomplishments. This is an unclassified (at-will) position and is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP) at R19 (\$235,440 to \$366,158)

Benefits

The County provides an excellent benefits package that allows employees to choose benefits that meet their specific needs. The package includes:

- Retirement Plan – The successful candidate will participate in a defined benefit plan.
- Cafeteria Benefit Plan – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% of the employee's monthly salary.
- Flexible Spending Accounts – In addition to tax-free medical and dependent care spending accounts, the County contributes \$75 per month to the Dependent Care Spending Account.
- Savings Plan (401k) – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee's salary.
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee's salary.
- Non-Elective Days – 10 paid days per year with the option to buy elective annual leave days. Annual leave can be used for vacation sick, or personal leave.
- Holidays – 13 paid days per year.





How to Apply

Applications will be accepted until the positions are filled. First consideration will be given to applications received by October 24, 2025.

Applicants may indicate interest in one or both positions.

To apply, please submit a letter of interest and a detailed résumé via the County's online application system: [insert application link]

Please go [HERE](#) to create a profile and submit your letter of interest and resume.

For confidential inquiries, please contact:

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