

Director of Redevelopment
Brookline Housing Authority

About Us

Brookline Housing Authority ('BHA') manages a diverse portfolio consisting of 425 units of state-aided public housing, 139 units of federal public housing, 415 units of RAD/Section 18 repositioned housing units, and approximately 1,000 housing choice vouchers. We have initiated an ambitious transformation of our entire portfolio with goals to reposition existing housing stock while simultaneously developing new affordable housing to meet the growing needs of our community.

Position Summary

We are seeking an experienced and strategic Director of Redevelopment to continue our portfolio transformation initiatives. This senior leadership position will be responsible for refining and implementing a comprehensive real estate strategy for our remaining conventional public housing, overseeing complex financing structures, managing repositioning efforts, and spearheading new development opportunities. The ideal candidate will combine strong technical knowledge of affordable housing development and federal public housing policy with strategic vision and proven project management and supervisory capabilities.

Key Responsibilities

Strategic Planning & Portfolio Management

- Lead the development and implementation of a comprehensive portfolio repositioning strategy to transform the remaining five conventional public housing properties, and three smaller group homes comprising approximately 600 housing units;
- Identify and evaluate potential new development opportunities aligned with organizational goals;
- Analyze real estate holdings to determine optimal repositioning approaches (RAD, Section 18, Faircloth to RAD, mixed-finance, mixed-income, etc.);
- Collaborate with executive leadership to establish development priorities and timelines; and
- Create and maintain a development pipeline for both repositioning and new construction projects.

Project Development & Financing

- Structure and secure complex financing packages utilizing Low Income Housing Tax Credits (LIHTC), tax-exempt bonds, state and federal subsidies, and conventional financing;
- Oversee preparation and submission of funding applications to EOHLC, MassHousing, HUD, and other financing entities;
- Oversee preparation and submission of application to HUD for RAD/Section 18/Faircloth-RAD approvals;

- Manage RFP processes for third-party consultants including architects, lenders and investors, legal services, general contractors and relocation consultants;
- Negotiate development agreements, ground leases, and other legal documents; and
- Represent BHA in negotiations with funders, investors, and development partners.

Project Management

- Oversee all aspects of development projects from concept through completion;
- Manage project budgets, schedules, and quality standards;
- Manage contracts with development, legal, and financial consultants;
- Coordinate resident relocation and communication strategies during repositioning activities;
- Ensure compliance with all applicable regulations and funding requirements; and
- Develop and implement risk management strategies for development projects.

Team Leadership & External Relations

- Supervise and mentor redevelopment team members (1-2 project managers);
- Collaborate effectively with other BHA departments including Property Management, Resident Services, Maintenance & Modernization, and Finance;
- Build and maintain relationships with key stakeholders including residents, local officials, federal and state agencies, and community partners;
- Represent BHA at public meetings and community forums; and
- Work with the Executive Director to communicate development activities to the Board of Commissioners.

Qualifications

Required Qualifications

- Bachelors Degree and minimum 5 years of progressive experience in affordable housing development;
 - Master's degree in Real Estate Development, Urban Planning, Business Administration, Public Administration, or related field may substitute for up to two years of experience
- Proven track record of successfully securing financing for affordable housing developments, including LIHTC, tax-exempt bonds, and public subsidies;
- Strong understanding of Massachusetts affordable housing programs, policies, and funding sources;
- Experience managing complex real estate transactions from concept through completion;
- Understanding of community engagement and resident participation processes;
- Knowledge of federal and state housing regulations and compliance requirements;
- Excellent project management skills with ability to manage multiple complex projects simultaneously;
- Superior communication, negotiation, and relationship-building skills; and

- Strong analytical and financial modeling capabilities.

Preferred Qualifications

- Demonstrated senior management experience, with at least three years of management experience preferred;
- Demonstrated experience with public housing repositioning strategies (RAD, Section 18, mixed-finance);
- Experience working directly with a public housing authority or similar public agency;
- Specific experience with Massachusetts EOHLC regulations and funding programs;
- Knowledge of green building standards and sustainability practices in affordable housing;
- Experience with mixed-use and mixed-income development; and
- Background in asset management and property operations.

Compensation & Benefits

- Salary range: \$135,000 - \$175,000, commensurate with experience;
- Comprehensive benefits package including health insurance, retirement plan, and paid time off; and
- Professional development opportunities and support for relevant certifications.

Work Environment:

- BHA has a hybrid work policy for office staff. The Director may elect to work up to two days per week from home, on a schedule agreed upon with the Executive Director.

Application

- Please submit a resume and cover letter to careers@brooklinehousing.org. BHA will prioritize review of applications received by June 25th.

BHA is an Equal Opportunity Employer committed to diversity, equity, and inclusion in our hiring practices and workplace culture.