



Senior Vice President of Asset Management



King County
Housing
Authority



THE OPPORTUNITY



Senior Vice President of Asset Management

KCHA is a nationally recognized leader in affordable housing, managing a \$2 billion asset base that includes a diverse range of low and mixed-income apartment complexes, manufactured home communities, master-planned developments, and condominiums. Operating without financial support from the State of Washington, King County, or regional cities, KCHA relies on tenant rents and federal funding to cover costs. Its private market portfolio spans approximately 9,500 units, acquired through innovative housing finance strategies and encompassing various housing types, from multi-family residences to condominiums.

The Senior Vice President of Asset Management (SVP) will be responsible for shaping KCHA's approach to asset management strategy and operations. Specifically, they will oversee the financial health and compliance of KCHA's property portfolio, including budget development, audits, tax credit compliance, and lender requirements. This role also manages contracts with multiple property management firms, guides activities for new developments, and ensures adherence to complex federal, state, and local regulations.

KCHA seeks a forward-thinking, strategic leader with strong financial and regulatory expertise who can drive the Authority's Asset Management division. Skilled as both a key business partner and communicator, the SVP of Asset Management will play a critical role in maintaining the long-term sustainability of KCHA's housing portfolio and advancing its mission to serve the community.

The SVP will report to the Executive Vice President of Real Estate/Chief Development Officer (EVP/CDO).

KEY RESPONSIBILITIES



- Leads KCHA's Asset Management strategy and oversees its implementation; sets policies and goals that align with organizational priorities and long-term sustainability objectives
- Reviews development and acquisition documents and deal structures; provides strategic input; plans and organizes tenant activities, including temporary and permanent relocation and initial lease-up for new developments; coordinates final cost certifications and exits from tax credit partnerships.
- Reviews, interprets, and applies federal, state, local, and lender regulations; monitors rental market trends and adjusts strategies as needed; issues budget guidelines to achieve short- and long-term goals; reviews and approves annual budgets and financial statements to ensure fiscal health.
- Establishes and implements procedures to maintain compliance with laws, program guidelines, regulatory policies, and lender, funder, and investor requirements; ensures adherence to IRS and HUD standards for all developments.
- Oversees annual audits and tax returns for all tax credit developments; ensures compliance with complex reporting and certification requirements.
- Works closely with members of the Executive Team around strategic asset repositioning efforts; assists with portfolio repositioning initiatives related to the U.S. Department of Housing and Urban Development (HUD) Rental Assistance Demonstration (RAD) program and other subsidy structures; develops strategies to optimize the portfolio's performance, enhance the financial sustainability of assets, and align repositioning efforts with long-term organizational goals.
- Maintains management contracts with six property management firms; ensures accountability and performance standards are met.
- Resolves tenant concerns, grievances, and compliance issues in accordance with federal, state, and local tenant-landlord laws, regulatory requirements, and KCHA policies and procedures.
- Builds and maintains strong relationships with internal and external stakeholders, including other senior leaders, executives, community partners, resident leaders and local government agencies; represents the organization at key meetings, as well as local and national industry events, advocating for the needs and interests of residents and the broader community and engaging in continuous learning exchange with industry peers.
- Fosters a culture of leadership excellence and continuous improvement within Asset Management; promotes professional development and succession planning, mentoring, and supporting senior managers and other key personnel through effective collaboration.

COMPENSATION

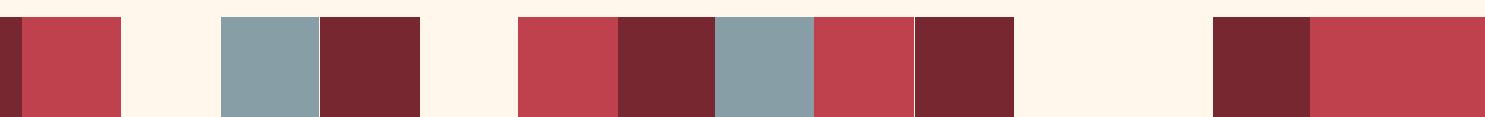
This position offers a competitive salary range of \$177,540.00 to \$275,185.49 with a midpoint of \$226,363.00.

A **comprehensive benefits** package for you and your dependents includes medical, dental and vision insurance, life and long-term disability insurance plans, vacation, sick and personal leave, reduced tuition, and retirement benefits.

RECRUITMENT PROCESS

While this position is open until filled, interested candidates should submit application materials online at www.kcha.org/employment by 4:30 p.m. on February 17, 2026, to ensure consideration.

Interested candidates are encouraged to contact Sarah Crane, Senior Recruiter, by email at sarahcr@kcha.org with confidential inquiries and questions regarding the recruitment process.





THE IDEAL CANDIDATE



Our SVP of Asset Management is a dynamic leader with deep expertise in real estate operations, asset management, and financial modeling. This individual combines strategic vision with hands-on execution, ensuring portfolio stability and maximizing financial performance. They are decisive under pressure, skilled in navigating complex loan structures and regulatory requirements, and adept at aligning department initiatives with organizational goals.

Strong analytical and communication skills are essential, along with proven experience leading high-performing teams and fostering collaboration across departments. The ideal candidate demonstrates mastery in compliance, budgeting, and policy implementation while maintaining effective relationships with executive leadership, management firms, lenders, and regulatory agencies. This role calls for a forward-thinking professional who can drive asset performance and operational excellence.

KCHA seeks an SVP who will contribute to and complement an evolving culture of diverse and innovative leadership, rising to the challenge of meeting the housing needs of tomorrow, today.

EDUCATION & EXPERTISE

- Bachelor's degree in business economics, finance, planning, real estate, urban studies, engineering, or related field, and...
- Extensive experience in leading asset management functions or a department or organization, or...
- An equivalent combination of experience and education that provides the necessary knowledge, skills, and abilities to perform the essential functions of this position.

THE IDEAL CANDIDATE

CONTINUED



REQUIRED SKILLS & ABILITIES

- Comprehensive knowledge of principles and practices of real estate development, acquisition, construction, financing and property management including:
 - Affordable housing financing programs including bond, Low Income Housing Tax Credit (LIHTC), federal, state, county, local and private sector financing programs.
 - Real estate operations, rental markets and adjustments, financial modeling, budgeting, and asset lifecycle management.
 - Public Housing management preferred.
- Effective balance of strategy and execution with the ability to drive change and achieve business results.
- Ability to use independent judgment and discretion in carrying out duties and responsibilities, exercise initiative, and provide leadership. Routinely exercise sound judgment in analyzing situations and in reaching decisions quickly. A self-starter that can multi-task and prioritize.
- Strong critical-thinking skills, ability to evaluate information, implement timely decisions and make recommendations that anticipate the costs, benefits, risks, and organizational impact within KCHA's context and the Housing Authority national landscape.
- Extensive communication skills, including a high degree of emotional intelligence, conflict-resolution experience; proven ability to build strong external relationships with a variety of vendors, partner organizations and other stakeholders.
- Ability to analyze and develop effective policies and procedures; present proposals and recommendations clearly, logically, and persuasively in public meetings.

- Cultural sensitivity and competency, which is essential in serving economically disadvantaged, diverse populations, including homeless and special needs households, with a particular focus on households that often fall through the community-based safety net.
- Proven success in building productive and engaged work teams with a focus on mentoring and nurturing staff development.
- Career path that shows a mix of stability and growth-focused moves with similar organizations and capacity to develop and nurture relationships culminating in overall success.
- Ability to manage internal and external resources, agencies and budgets.

A thorough background and driver's check will be completed before hire.



ABOUT KCHA



King County Housing Authority (KCHA), the largest affordable housing provider in the Pacific Northwest, seeks to provide innovative, effective, and equitable housing solutions so that all people and communities can prosper.

The Authority, founded in 1939, operates as an independent municipal corporation, providing rental housing and assistance to more than 50,000 people in over 23,000 households. Serving 37 cities (not including Seattle and Renton) and the unincorporated areas of Dr. Martin Luther King, Jr. County, the Authority's geographic scope of operations spans 2,000 square miles. KCHA's service area includes 1.2 million of the county's 2.26 million residents and is home to the majority of its low-income

households.

KCHA covers operating costs with rents from tenants and federal funding. With a 2026 annual consolidated budget of \$575.1 million, and 550 full-time employees, KCHA is led by the Executive Director/CEO under the direction of a **Board of five volunteer Commissioners** (including one KCHA program participant) appointed by the King County Executive and confirmed by the King County Council. A cabinet of eight senior leaders comprise the core management and leadership team.





KING COUNTY



King County's population was 2,269,675 in the 2020 census, making it the most populous county in Washington State, and the 12th-most populous county in the United States. The King County seat is Seattle, Washington State's largest city. King County's second largest city is Bellevue.

King County covers 2,131 square miles and is bounded by Puget Sound to the west and the Cascade Range to the east. With the exception of Vashon Island, a rural enclave in the central Puget Sound, the western portion of the county is covered by cities with the development pattern becoming gradually sparser to the east, with suburban developments, then rural residential lands, then farms and forestlands. The eastern half of King County is mountainous, and mostly set aside as wilderness areas, forestlands or restricted watersheds that capture and store the region's drinking water and support the region's hydroelectric grid.

The King County seat is Seattle, a crown jewel of the Pacific Northwest known as the Emerald City and the state's most populous municipality. Seattle is the land of natural beauty, bookstores, corporate innovation, farmers' markets, and copious amounts of caffeine. Yes, it does rain here, but that does not stop Seattleites from enjoying life. In the winter, music, art, theater, and diverse cuisine

keep the city buzzing. And when the sun comes out, you will find residents heading for the mountains and lakes, attending a festival, or flocking to the city's many parks.

Opportunities to enjoy the outdoors are numerous. On a nice day, you might join the crowds soaking up the sun at [Golden Gardens Park](#), [Lincoln Park](#), or [Alki Beach](#). Stroll the [Washington Park Arboretum](#), [paddle a canoe](#) among the lily pads on Lake Washington, or take a day trip to [Mount Rainier](#) for a glimpse of the Northwest's wild beauty. A windy ferry ride to a nearby island is another quintessential Seattle experience.

For (mostly) indoor fun, take an [Underground Tour](#) in Pioneer Square, which offers an entertaining look at the city's quirky history. Seattle also boasts [world-class museums](#), including The Museum of Flight and The Renton History Museum and including smaller, specialized institutions like [The Center for Wooden Boats](#) and the [Wing Luke Museum of the Asian American Experience](#). Several other attractions can be found throughout the county, such as the Northwest African American Museum, International Fountain, the Space Needle, Cherry Blossoms at the University of Washington, the Seattle Waterfront, the Sky View Observatory at the Columbia Center, and more.