



CITY OF PORTLAND

Housing Director



RAFTELIS



The Position

The City of Portland, Oregon, seeks an experienced, visionary, equity-centered executive to serve as its next Housing Director. This is an opportunity to lead one of the nation's most complex, consequential, and evolving housing organizations – shaping how Portland responds to housing affordability, homelessness, shelter, and the broader housing continuum. This role offers the chance to bring people together, strengthen the Portland Housing Bureau, and help build a coordinated, effective, customer-focused system to ensure long-term, improved housing affordability for all Portlanders.

As the City of Portland's chief administrative and housing policy official, the Director leads the Portland Housing Bureau (PHB) in addressing the community's needs along the homelessness-to-housing continuum. The Director oversees comprehensive programs that finance and preserve affordable rental housing, expand homeownership, prevent displacement, protect renters, and support initiatives to end homelessness. PHB serves as both a major municipal funder and collaborative convener, regulating an expanding portfolio of more than 19,000 affordable housing units across the city.

The incoming Director steps into the role during a period of significant civic and organizational transformation. In addition to supporting the modernization of Portland's municipal governance structure and the systems that support it, the Director plays a vital role in post-pandemic economic recovery, partnering across sectors to revitalize Portland's downtown core through expanded and innovative housing opportunities. The Director manages substantial capital investments, including Tax Increment Financing, federal entitlement grants such as Community Development Block Grants (CDBG) and HOME, local housing bond revenues, and the City's General Fund, among others.

The Director reports directly to the Deputy City Administrator for the Community and Economic Development Service Area and works in partnership with other City bureaus and programs. Working in close collaboration with City leadership, Metro, the Multnomah County Homeless Services Department, Oregon Housing and Community Services, the U.S. Department of Housing and Urban Development (HUD), community-based nonprofits, culturally specific providers, and private developers, the Director will be a crucial nexus in advancing housing justice and delivering reliable, sustainable, community-wide solutions.

The Priorities

- **Stabilize and Strengthen the Housing Bureau:** Provide steady, visible leadership during a significant period of organizational change. Clarify the bureau's role, strengthen operations and decision-making, and establish clear, durable structures to set priorities and align day-to-day work with policy direction. Empower the executive team and collectively build effective organizational structures to support the bureau's mission.
- **Integrate Shelter Services Across the Housing Continuum:** Lead the upcoming integration of Shelter Services into the Portland Housing Bureau and connect shelter, homeless services, housing services, and housing production into a more coordinated continuum of care, including in the downtown core. Establish a clear framework for coordinating these functions, strengthen relationships across the housing, homelessness, and behavioral health systems, and clarify the role of shelter within broader housing goals.
- **Strengthen Partnerships and Build a More Connected Housing System:** Build trusted, productive relationships with housing and homelessness service providers, service organizations, funders, government agencies, and community partners. Strengthen coordination across City bureaus and service areas, jurisdictions and funding partners, develop shared solutions to common challenges, and navigate difficult conversations with diplomacy and a focus on the people being served.
- **Establish Clear Priorities, Measures, and Accountability:** Translate the bureau's vision into clear priorities, measurable outcomes, and appropriate organizational boundaries. Advance fair housing standards and mitigate past and present impacts of segregation in alignment with civil rights laws and the Americans with Disabilities Act. Use data, evidence, and real-time information to guide decisions and provide City leadership and Council with clear choices, recommendations, and an honest assessment of what can be accomplished with available resources.
- **Leverage Resources to Advance Housing Production and Preservation:** Make thoughtful choices about limited resources and identify opportunities to secure and braid funding in support of the bureau's priorities. Advance affordable housing production while preserving and rehabilitating existing housing, including legacy properties, and work across City departments and with regional and community partners to maximize impact.
- **Rebuild Community Trust and Confidence:** Strengthen confidence in the Housing Bureau through stabilization, transparency, accessible information, and meaningful community engagement. Acknowledge successes and growth areas, learn from past challenges, and communicate clearly about difficult issues, tradeoffs, priorities, and outcomes while building constructive relationships with the community.
- **Build and Invest in a High-Performing Team:** Attract, retain, develop, and empower talented employees by creating a strong, inclusive workplace culture and acting as an anchor through upcoming transitions. Establish clear expectations, provide employees with the support and resources they need to succeed, and foster an environment where staff can contribute their expertise, take ownership, and grow professionally.



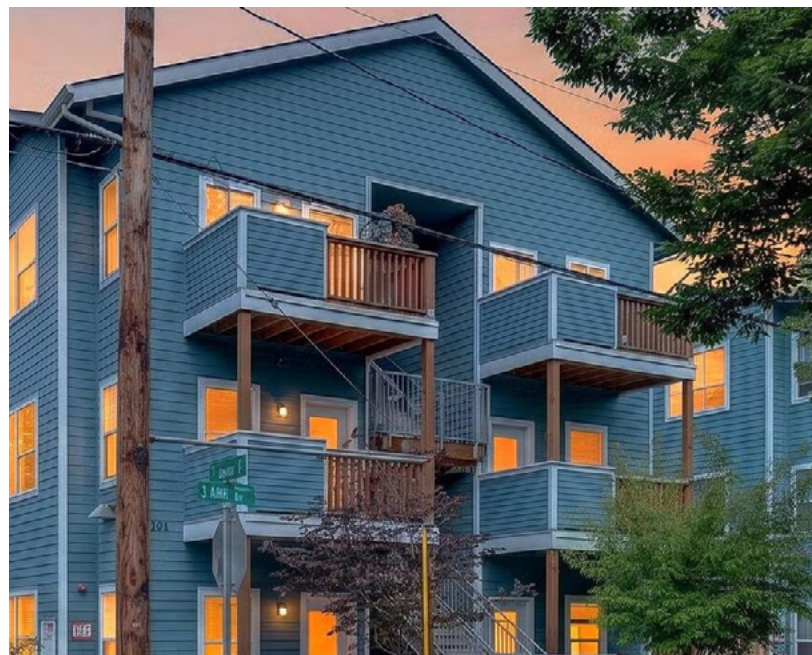
The Successful Candidate

The Housing Director is a relationship-centered, politically astute leader who understands that lasting progress depends on trust, credibility, and the ability to bring people together around shared goals. They build strong relationships with elected officials, City leadership, employees, community members, housing and homelessness service providers, and regional partners, while remaining comfortable navigating differing perspectives and strong opinions. Approachable, humble, and an excellent communicator, the Director listens carefully, communicates with candor, and has the ability to have difficult conversations while maintaining productive relationships.

The successful candidate is a steady and confident organizational leader who brings clarity, stability, and thoughtful decision-making to a complex, changing environment. They understand how to lead through organizational change and beyond without losing sight of day-to-day operations, creating structures that support accountability while giving talented employees the space and support to do their best work. The Director values staff expertise, develops strong leaders, and creates a culture where people feel supported, heard, empowered, and connected to the mission.

The Director brings a pragmatic, systems perspective and a willingness to challenge the status quo. They understand the interconnected nature of housing affordability, homelessness, shelter, behavioral health, and community well-being and can see beyond individual programs or organizational boundaries to identify opportunities for greater coordination and impact. Curious and creative, with a “marathon, not sprint” mentality, they are willing to ask hard questions, learn from what has not worked, and pursue new approaches while balancing innovation with fiscal responsibility, operational realities, and community needs.

Above all, the successful candidate brings a deep commitment to equity, fair housing, civil rights, public service, and the people Portland serves. They understand the historical and systemic factors that shape housing opportunity and approach complex challenges with both humanity and accountability. The Director is willing to make difficult decisions, stand behind employees, accept imperfection as part of meaningful change, and continually learn and adapt. They bring the courage, diplomacy, resilience, and optimism needed to lead Portland’s Housing Bureau through an important period of transformation.



Qualifications

Ten or more years of progressively responsible experience in public housing, affordable housing development, shelter services, or related areas of the housing continuum is required. A strong understanding of the social, political, and environmental issues influencing the housing continuum is essential, along with demonstrated experience in public administration, financial management, development, and long-range planning in a complex community. Exceptional relationship-building skills are essential, including the ability to build trust, advance equity and civil rights, navigate complex and diverse stakeholder interests, and develop productive partnerships across organizational, political, and community boundaries.

About the Portland Housing Bureau

The Portland Housing Bureau (PHB) fosters an inclusive and sustainable city by creating stable, long-term housing opportunities for Portlanders. Guided by a vision that all Portlanders have access to safe, affordable, stable, and dignified housing, PHB works across the housing continuum through community partnerships and investments that promote sustainability, resilience, and housing stability.

PHB advances the City's housing goals through four primary areas of work: financing the production and preservation of affordable housing; expanding homeownership opportunities; preventing displacement through renter protections, legal services, and homeowner assistance; and investing in programs and services that help individuals and families experiencing or at risk of homelessness. PHB currently regulates a portfolio of more than 19,000 affordable housing units throughout Portland, with publicly supported housing required to remain affordable at targeted income levels for up to 99 years.

Beginning with the next budget cycle, PHB's responsibilities will expand to include Shelter Services, bringing shelter operations and related services more directly into the Bureau's work across the housing continuum. Shelter Services provide entry points from unsheltered homelessness toward greater stability and permanent housing, including alternative shelters, overnight shelters, day centers, outreach, case management, and behavioral and mental health support. The expanded portfolio will position PHB to more closely connect housing production and preservation, housing stability, homelessness services, and shelter, creating an opportunity to strengthen coordination and develop a more integrated approach to helping Portlanders move toward safe, stable housing.

Inside the City of Portland

Portland is a full-service municipal corporation with approximately 6,000 permanent represented and non-represented employees and an annual budget exceeding \$3.46 billion. Historically operating under a commission form of government adopted in 1913, the City of Portland is implementing a modern Mayor-Council-Administrator governance structure approved by voters in one of the most significant government reforms in the City's history. The new model establishes professional executive management, modernizes City bureaus, and clarifies the roles of elected leaders and professional administrators: elected officials establish policy and priorities, while professional administrators oversee operations and service delivery.

This transformation represents more than a change in organizational structure. It calls for a new way to lead, collaborate, measure success, and deliver public services, with an emphasis on district representation, centralized administration, enterprise accountability, and professional management. As Portland implements this new model, the City is simultaneously navigating fiscal realities, organizational change, evolving public expectations, and the opportunity to build a more responsive, transparent, and collaborative government.



The Portland Community

Nestled in northwestern Oregon at the confluence of the Willamette and Columbia rivers, Portland is the county seat of Multnomah County and the anchor of a vibrant metropolitan area of more than 2.4 million residents. Known for its distinct neighborhoods, engaged civic culture, and stunning natural setting, Portland offers an exceptional quality of life that blends urban energy with the scenic beauty of the Pacific Northwest. The City is home to diverse communities, a strong sense of place, and residents who care deeply about the future of their neighborhoods and the broader Portland community.

Portland is surrounded by world-renowned natural landscapes, with Mount Hood, the Cascade Mountain Range, the Columbia River Gorge National Scenic Area, and the rugged Oregon Coast each located just over an hour away. Long before the City of Portland was incorporated, Native American and Indigenous people lived in thriving communities along the Columbia and Willamette rivers and throughout the surrounding geography.

Within the City, more than 37,000 acres of regional parks, public gardens, and open spaces provide abundant opportunities for recreation and connection to nature, anchored by Forest Park, one of the largest urban forest reserves in the nation at more than 5,000 acres. An extensive network of bicycle paths, walkable tree-lined streets, and MAX light rail and streetcar systems further support Portland's commitment to active transportation and connected neighborhoods.

Portland is also a dynamic center of arts, culture, education, innovation, and commerce. The City is known for its independent spirit, celebrated food scene, local businesses, and vibrant cultural venues. The region is home to leading educational institutions, including Portland State University, Oregon Health & Science University (OHSU), Reed College, and Lewis & Clark College, as well as a diverse economy spanning athletic and outdoor apparel, biosciences, clean technology, and sustainable design. Together, Portland's neighborhoods, natural environment, cultural vitality, and entrepreneurial spirit create a community that attracts people who value creativity, collaboration, and a high quality of life.



Compensation and Benefits

The salary range for the Housing Director is \$182,166 - \$264,721 and will depend on the qualifications of the successful candidate. Portland values exceptional leadership and offers a comprehensive total rewards package designed to support employees' health, financial well-being, work-life balance, and long-term retirement security throughout their careers. For more information about Portland's comprehensive total rewards package, please review the [Employee Benefits](#).



How to Apply

Applications will be accepted electronically by the public sector recruiting firm Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position is open until filled, with a first review of applications beginning **November 9, 2026**.

Veterans' Preference - The City of Portland proudly recognizes the experience and service of veterans. Under Oregon law ORS 408.225- 408.238, veterans who meet the minimum qualifications for the position may be eligible for employment preference.

Accommodations - The City of Portland is committed to providing reasonable accommodations throughout the recruitment and selection process. If you would like to request a reasonable accommodation when applying for this position or participating in the selection process, please contact Heather Gantz.



Questions

For more information or questions regarding the City of Portland or the Housing Director position, please contact Heather Gantz at hgantz@raftelis.com.