Austin

CITY OF AUSTIN

Assistant Director, Austin Housing







The Position

The City of Austin (Austin Housing) seeks an innovative, collaborative Assistant Housing Director (Assistant Director) to champion creative financing models and build lasting community partnerships overseeing 30 full-time professionals. Reporting directly to the Director of Austin Housing, this leader will advance the City's commitment to transparent, equitable, and responsive housing solutions for the community. The Assistant Director provides strategic leadership and operational direction for the Real Estate and Asset Management division and oversees the real estate portfolio and development activities of the Austin Housing Finance Corporation (AHFC).

Financial stewardship and portfolio governance sit at the core of the role. The role includes responsibility for strategic oversight of AHFC's $100M+ investment budget, real estate acquisitions and financing, asset management, capital improvements, and long-term stewardship of AHFC-owned properties, including approximately 100 acres of land. The scope includes evaluating the financial performance and condition of the affordable housing portfolio, identifying investment opportunities, and ensuring resources are deployed effectively to preserve and expand affordable housing. This includes evaluating the overall condition and performance of the affordable housing portfolio, identifying high-impact investment opportunities, and ensuring that public resources are managed prudently across every phase of the real estate life cycle from initial concept and underwriting through construction, stabilization, and permanent financing.

As Austin continues to experience historic growth, the Assistant Director will serve at the center of municipal efforts to leverage public resources, preserve critical housing assets, and expand deep affordability. Operating in one of the most dynamic housing markets in the nation, the position will support long-term community stability and service excellence. The Assistant Director exercises executive oversight across substantial municipal capital funds, guiding real estate acquisitions, development agreements, and long-term asset stewardship.

The ability to develop and maintain good external and internal relationships is a key component for this role. The Assistant Housing Director is responsible for cultivating and maintaining vital relationships with public, private, non-profit, philanthropic, and community stakeholders, while leading an integrated team of housing and real estate professionals dedicated to real estate development, lending, preservation, and ongoing asset management. Additionally, the position fosters a strong operational foundation, employee engagement, and administrative excellence, while working in close alignment with departmental teams in Policy and Data Analytics, Displacement Prevention, and related public programs. The Assistant Director ensures that major capital investments and development agreements align directly with departmental policy priorities and citywide displacement prevention goals.

Priorities

- Establish strong connections with the Mayor, City Council, City Manager, and department heads, ensuring open communication and alignment with City priorities.
- Champion an empower, a team-oriented departmental climate that celebrates achievement, prioritizes staff well-being, and encourages shared leadership.
- Conduct a comprehensive operational and financial evaluation of the existing affordable housing portfolio to inform capital planning, refinancing opportunities, and proactive asset management.
- Develop a proactive, long-range strategy for the stewardship, acquisition, and development of Austin Housing Finance Corporation (AHFC) real estate assets and public land holdings.
- Partner closely with departmental teams in Policy and Data Analytics, Displacement Prevention, and related public programs to ensure major capital investments directly support citywide displacement prevention goals.
- Expand deep community affordability by evaluating and executing complex real estate transactions using Low-Income Housing Tax Credits (LIHTC), tax-exempt bonds, NOAH preservation tools, and private capital.
- Streamline division workflows and technical operations across the real estate life cycle, optimizing deal underwriting, financial modeling, loan administration, and long-term regulatory compliance.

The Successful Candidate

The ideal Assistant Director brings extensive experience navigating complex affordable housing transactions and public-private partnerships. The candidate combines sophisticated real estate finance expertise with commitment to community equity and displacement prevention. This leader navigates complex transactions involving Low-Income Housing Tax Credits (LIHTC), tax-exempt private activity bonds, conventional debt, and federal, state, and local subsidies. The ideal candidate possesses a strong grasp of Naturally Occurring Affordable Housing (NOAH) preservation and understands how to deploy creative capital structures to safeguard existing community assets.

The next Assistant Director is experienced in portfolio management, real estate underwriting, evaluating development pro formas, operating budgets, and capital improvement plans through a lens of long-term financial sustainability and deep affordability. The successful candidate is also an effective communicator and relationship builder who comfortably engages with developers, lenders, non-profit sponsors, philanthropic leaders, and community residents. This leader bridges technical real estate execution with municipal policy priorities, translating complex financial concepts into transparent public strategies that build community trust.

The successful candidate is an empowering, people-focused leader dedicated to mentoring staff, and celebrating team achievements. This executive champions a positive, inclusive workplace climate that encourages shared leadership and professional growth across the division. The next Assistant Director leads with high emotional intelligence and integrity, thriving in a demanding environment while keeping the community's long-term well-being at the heart of every decision and serves as a vital catalyst for equitable community growth.



Qualifications

Minimum requirements include a bachelor's degree in real estate, finance, business administration, public administration, urban planning, economics, community development, or a related field, plus five years of experience in affordable housing, real estate development, finance, community development, or a role related to the position. Two of those years must have been in a managerial or leadership capacity. A master's degree from an accredited college or university may substitute for non-management experience up to a maximum of two years.



Inside Austin Housing

Austin Housing is dedicated to equitable housing access across the community and leads municipal efforts to expand affordable housing choices, invest in neighborhood stability, and protect community character. The department aligns public capital, land assets, and policy tools to create inclusive living opportunities across the City. Through strategic program management, housing policy formulation, displacement prevention initiatives, and direct real estate investments, Austin Housing works in close collaboration with residents, advocacy groups, and regional partners to ensure public resources deliver durable, equitable outcomes.

A vital component of the department's operational reach is the Austin Housing Finance Corporation (AHFC), a public non-profit corporation governed by the Austin City Council acting as the AHFC Board of Directors. Austin Housing staff provide administrative, technical, and operational leadership for AHFC. Through AHFC, the department oversees an active investment budget exceeding $100M dedicated to affordable housing development, property acquisitions, and long-term asset management. The corporation holds and stewards significant public real estate assets, including approximately 100 acres of land strategically positioned for future affordable housing creation and community enhancement.

The Real Estate and Asset Management division forms the transactional engine of this work. Led by the Assistant Director, Austin Housing, this dedicated division of approximately 30 full-time professionals manages capital financing, lending programs, developer partnerships, construction oversight, and ongoing property compliance. The division collaborates closely with peer departmental teams in Policy and Data Analytics and Displacement Prevention to evaluate housing portfolio conditions, structure innovative financing packages, and coordinate land use strategies that safeguard vulnerable residents while maximizing the public value of City-owned assets. Together, through rigorous asset management and collaborative governance, these interconnected teams ensure that public land and capital deliver lasting, generational impact for individuals and families across Austin.



Austin City Government

The City operates under the Council-manager type of government, with a Mayor elected citywide and ten Council members elected by district.

To learn more about the dynamic City of Austin, visit austintexas.gov.

Join The City of Austin Team

At the City of Austin, we are more than just an employer–we are a vibrant community dedicated to shaping one of the nation's most dynamic and innovative cities. As we strive to fulfill our commitment as public servants, it is important that we ground our efforts in a set of guiding principles - Empathy, Ethics, Excellence, Engagement, and Equity - anchors in service delivery that significantly impact the lives of Austinites. Joining the City of Austin means embarking on a purposeful career, contributing to the community, and being part of a forward-thinking organization that values every employee.

To learn more about the City of Austin's guiding principles, click here.

What Makes the City of Austin Special?

Make a Difference: Join a team driving meaningful change in one of the fastest-growing cities in the nation.

Value and Innovation: Work in an environment where employees are valued, and innovation thrives.

Competitive Benefits: Enjoy a comprehensive compensation package that includes generous leave, work-life balance programs, and extensive benefits.

Retirement Security: Plan for the future with the City of Austin Employees' Retirement System.

Sustainable Transportation Options: Commute easily with access to public transit and bike-friendly infrastructure.

Focus on Wellness: Stay healthy through wellness programs, on-site fitness centers, and mental health support.

Career Growth: Advance your skills and expertise with professional development and leadership opportunities.

Modern Workspaces: Work in innovative and sustainable environments designed to foster collaboration and inspiration.

By joining us, you become part of a community that values its people and is committed to making Austin the most thriving and resilient city in the country.



The Community

People in Austin enjoy the wide variety of what the City offers, including restaurants, museums, and nature trails, attending University of Texas football tailgating parties and games, browsing local shopping meccas and vintage shops, and cheering on the Austin FC at the Q2 Stadium.

Austin is thriving and is fueled by an influx of people and businesses, making Greater Austin one of the country's fastest-growing regions. Austin is currently the 13th largest city in the U.S. and is projected to be the 3rd largest metro in the U.S. by 2100.

The City of Austin was recognized on the Forbes list of America's Best Large Employers 2026, ranking twelfth among government employers and is the only government entity in Texas to make the list. U.S. News & World Report releases a series of lists each year, including the highly respected 150 Best Places to Live. They consider many factors to determine the best, including quality of life, the local job market, value for money, and the place's desirability. Austin is ranked #9 in the U.S. and #1 in Texas for 2025-2026 on that list. Austin is also ranked #9 for best place to find a job and #32 for Best Places to Retire in the US for 2025. In addition, U.S. News and World Report ranked Austin's University of Texas as the #1 public university in Texas, 7th best public university in the nation, 30th among private and public universities, and 15 Austin Metro area high schools made the Best High Schools list. The highest ranked high school in Austin is AISD's Liberal Arts and Science Academy (LASA), which is ranked #6 in Texas and #38 nationally.

Austin's support of LGBTQIA+ people who live and work in Austin led to the City scoring 100 points out of 100 on the 2025 Municipal Equality Index from the Human Rights Campaign.

Austin attracts many visitors with its live music events. It's one of the top things to do in Austin all year round - not only during internationally recognized events like South by Southwest and Austin City Limits Music Festival. As the "live music capital of the world," Austin serenades the community with live music in the airport terminal, on downtown streets, and at about 200 venues. Museums in town include The Contemporary Austin, the Blanton Museum of Art, and the Mexic-Arte Museum. Austin offers many community centers, gardens, parks, libraries, churches, synagogues, temples, and other houses of worship and contemplation.

Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Food and Wine Festival, Rodeo Austin, Urban Cultural Fest, Reggae Fest, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, NASCAR, and Formula 1. The City is home to notable employers such as the State of Texas, Tesla, Amazon, Apple, the University of Texas, Samsung Austin Semiconductor, Dell Technologies, Oracle, Meta Platforms, IBM, Google, Applied Materials, St. David's Medical Center, Indeed, U.S. Internal Revenue Service, Emerson, and Ascension Seton Health.

Located at the edge of the Texas Hill Country - rolling terrain of limestone bluffs, springs, rivers, and lakes - Austin's climate is ideal for year-round jogging, cycling, hiking on the City's many trails, or swimming at Barton Springs or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.







Compensation and Benefits

The expected hiring range is $172,000 - $182,000, depending on experience and qualifications, with an excellent benefits package. Learn more about our options and employee-based benefits here.

How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **December 22, 2026**.

Questions

Please direct questions to Pamela Wideman at pwideman@raftelis.com and Niayla Hairston at nhairston@raftelis.com.

Trusted advisors transforming communities

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