



Chief Financial Officer
Los Angeles Homeless Services Authority (LAHSA)

The Los Angeles Homeless Services Authority (LAHSA) is seeking to recruit a new Chief Financial Officer (CFO) located in Los Angeles, CA.

About LAHSA

In December of 1993, the Los Angeles County Board of Supervisors, the Los Angeles mayor and City Council created the Los Angeles Homeless Services Authority (LAHSA) as an independent, joint powers authority. LAHSA is the lead agency in the Los Angeles Continuum of Care, which is the regional planning body that coordinates housing and services for homeless families and individuals in Los Angeles County. LAHSA coordinates and manages over \$800 million annually in federal, state, county, and city funds for programs that provide shelter, housing, and services to people experiencing homelessness. LAHSA has approximately 800 professional staff working to serve the mission of the organization.

Through LAHSA, funding, program design, outcomes assessment, and technical assistance are provided to more than 100 nonprofit partner agencies that assist people experiencing homelessness achieve independence and stability in housing. LAHSA's partner agencies provide a continuum of programs ranging from outreach, access centers, emergency shelters, safe havens, transitional, interim, and permanent housing, and prevention, along with the necessary supportive services designed to provide the tools and skills necessary to attain a stable housing environment. Additionally, LAHSA partners with both the city and county of Los Angeles to integrate services and housing opportunities to ensure wide distribution of service and housing options throughout the Los Angeles Continuum of Care.

LAHSA is guided by Dr. Va Lecia Adams Kellum. When Dr. Adams Kellum became CEO in late March 2023, the first thing she noticed was they had the right goal – reduce unsheltered homelessness – and a dedicated workforce that successfully housed thousands of people every year. Last year, LAHSA announced an internal reorganization that would drive the rehousing system's strategic vision of reducing unsheltered homelessness. Dr. Adams Kellum reimaged and narrowed the agency's focus around five key strategic areas of focus:

1. Addressing the Emergency.
2. Improving Rehousing System Efficiency.
3. LAHSA's Purpose, Accountability, and Transparency.
4. Contracting and Grant Management.
5. Equity.

LAHSA has accomplished many key strategic goals, including:

- Serving as a critical partner in Mayor Bass' Inside Safe program by directly supporting contracting that sheltered over 1,300 people from 19 encampments during the Mayor's first six months in office.
- Collaborating with CEO/Homeless Initiative and Board of Supervisors to launch County's response to State of Emergency, including the County's encampment resolution plan, Pathway Home.
- Launched LAHSA's new Multi-Departmental Crisis Response Team.
- LAHSA's reimagined Winter Shelter Program served six times more people than the previous winter.
- Housing fairs were held for nearly 500 Inside Safe participants.
- Decreased the time to lease-up permanent supportive housing by 75%, from 120 days to 45 - 60 days.
- LAHSA streamlined and expedited its contracting process. Executed 80% of new and renewal service provider contracts for fiscal year 2023- 2024 by June 30th.
- Implemented innovative process of utilizing long-term flexible resources as working capital funds to expedite payment to providers.
- To counteract the effects of years of systemic racism, LAHSA created the Ad-Hoc Committee on Diversity, Equity, and Inclusion. The Committee will dive deeper into the causes of homelessness for various subpopulations and develop equitable practices to end homelessness for our unsheltered neighbors of color.

Another major accomplishment has been announcing LAHSA's new Welcome Navigation Center. The new 24,000 sq. ft. facility will pilot a new design to move people experiencing homelessness (PEH) from tents to interim housing, and onward to permanent housing, with 24/7 site accessibility. The Welcome Navigation Center will provide 41 rooms, with about 84 participants at any given time. During their time at the Center, LAHSA will assist participants with document readiness and expedite housing navigation services that will move them from interim to permanent housing faster. In addition, participants will have daily opportunities to tour available permanent housing and participate in weekly onsite housing fairs that will provide transportation to view available units.

For more information on LAHSA, please visit: <https://www.lahsa.org>.

About the Position: Chief Financial Officer

The Chief Financial Officer reports to the CEO and serves as a strategic member of the LAHSA Leadership Team. The CFO is responsible for developing and implementing LAHSA's financial strategy, leading, and implementing policies and practices to guide LAHSA's financial and operational activities. The CFO will manage a department of approximately 120 professional staff and has oversight of three departments: Finance; Contracts & Procurement; and Compliance. The CFO should be a proven leader with strong analytical, finance, and operational skills to contribute to timely execution of LAHSA's strategic goals. The CFO should possess great people skills and excellent business acumen. The CFO will guide the thoughtful and strategic deployment of the finances and operations of LAHSA. Overall, the CFO will partner with LAHSA's leadership to ensure that the workplace operates smoothly.

The broad goals and objectives for the Chief Financial Officer are the following:

- Ensure the overall financial health of the organization by preparing and recommending an annual budget for Commission approval. Manage personnel and financial resources within the annual budget; monitor budgetary and financial procedures to guarantee that generally accepted accounting practices are being followed.
- Provide timely administration of federal, state, and local funding to almost 1,000 service providers. Responsible for procurement and administration of federal, state, and private (grant and foundation) monies to fulfill programmatic and organizational responsibilities and needs.
- In partnership with the CEO, prepare and provide an annual/activity report and quarterly and monthly progress reports to the LAHSA Commission. Maintain accurate and appropriate records of all proceedings.
- Provide leadership in labor negotiations to address short-and-long term implications of labor proposals including determining proposal costs, affordability, and forecasts.
- Provide oversight of financial systems, policies, and procedures in alignment with state and federal requirements, including preparation of annual operating budgets, financial reports, and regulatory filings.
- Continually assess and upgrade LAHSA's approach to internal controls, compliance with accounting standards, and other relevant finance policies and practices.
- Submit to the City and the County of Los Angeles complete written reports of LAHSA's financial activities in a timely manner and advise the Chief Executive Officer and other key LAHSA leaders on financial planning, budgeting, cash flow, and other financial matters.

- Ensure continual development, implementation and communication/training of fiscal policies, accounting procedures, automated accounting system, and cost allocation plan for LAHSA and sub-recipients.

The CFO should ideally embody the following professional qualifications and personal attributes:

Professional Qualifications

- A bachelor's degree in accounting, finance, management, with an MBA and/or CPA – familiarity with government accounting and audit issues strongly preferred.
- Strong financial management skills including oversight of budget preparation and analysis, decision making, and reporting.
- Ability to prepare financial forecasts and strong data analysis, communication, problem-solving, and strategic thinking skills.
- Demonstrated expertise in contract negotiations, collective bargaining, contingency planning, and other labor-related activities.
- High level strategic thinking and planning. Ability to envision and convey LAHSA's strategic future to the CEO and staff leaders.
- Proven leadership skills in financial analysis and an ability to translate data into strategic tools to enhance workplace performance.
- Ability to effectively communicate the organization's mission to donors, elected officials, community stakeholders, and others.
- Demonstrated ability to work both independently and collaboratively as a team player and with grace and flexibility when faced with multiple time-sensitive priorities and a changing environment.
- Strong organizational abilities, including planning and staff development.

Personal Attributes

- Passionate commitment to LAHSA's mission and its guiding principles; inspires respect and trust.
- A record of success serving as the chief financial officer and demonstrated competence with personnel management, team building, and problem solving; More than 15 years' experience total accounting/finance experience.

- Demonstrated familiarity with computer software programs specifically, Microsoft Office (Word, Excel, Access, Power Point and Outlook) and the internet.
- Demonstrated integrity and leadership in working with and managing budgets, financial forecasting, performance measurement metrics.
- Demonstrated commitment to a diverse, equitable and inclusive workplace.
- Commitment to results; 'can-do' mindset; outstanding problem-solving ability.
- Excellent analytical, communication and presentation skills.
- Collegial, trustworthy, and possessing the highest level of personal and professional integrity.
- A team builder who inspires collaboration; demonstrated success in collaborative work with external colleagues as well as internal ones.
- Adept interpersonal communications skills including ability to present complex ideas in a compelling manner and an ability to build trust and listen effectively.

Compensation

Compensation for the Chief Financial Officer includes a competitive base salary, and an excellent package of health and employee benefits, which includes health, life, vision, and dental insurance, life insurance, long-term disability insurance, deferred compensation, and pension plan, use of company vehicle, and vacation, sick leave, and paid holidays.

How to Apply

Interested candidates should submit a resume and cover letter, responding specifically to the experience and qualifications required, to Daniel Sherman, President, Explore Company at resumes@explorecompany.com. Refer to LAHSA/CFO in the subject line. No phone inquiries please.

LAHSA is an equal opportunity employer and seeks a diverse pool of candidates in this search. Diversity is an asset essential to accomplishing their work. They value differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make employees unique. All qualified candidates are encouraged to apply.

All correspondence will remain confidential.