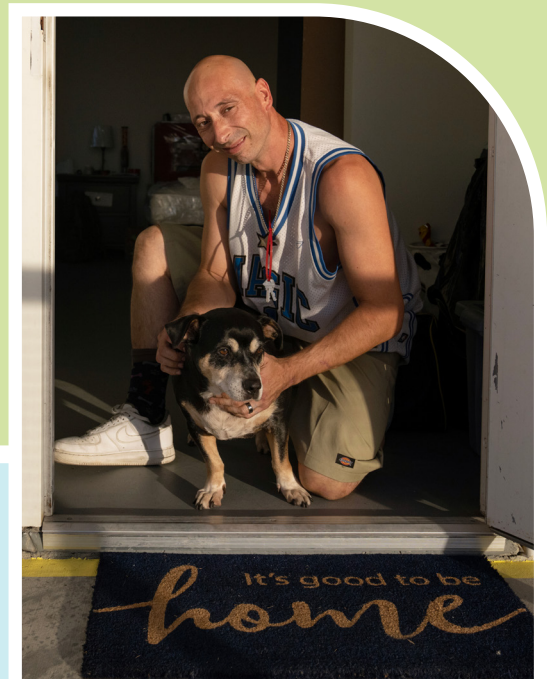




Los Angeles County EXECUTIVE CAREER OPPORTUNITY



Director of the New County Department Dedicated to Addressing Homelessness

Los Angeles County
DEPARTMENT OF
Human Resources

Applications accepted from May 15, 2025 until filled.
First consideration will be given to applications received by June 6, 2025.



The County of Los Angeles

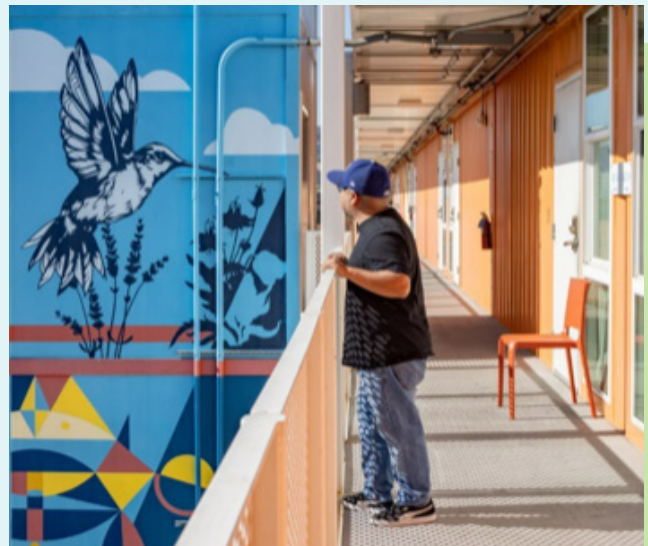
The County of Los Angeles serves a demographically and geographically diverse population of more than 10 million residents. Employing over 100,000 employees in 38 departments who work in roles as broad as law, civil engineering, public safety, healthcare, and human services, the County operates with an annual budget of \$47.9 billion for the fiscal year 2025 - 2026. The County is a Fair Chance employer, committed to diversity and inclusiveness in its workforce. It is a culturally diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for arts, media, and entertainment – unlike anywhere else.

About the New Department

In response to the growing homelessness crisis in Los Angeles County, the five-member Board of Supervisors (Board) recognized the urgent need for a new approach. On July 27, 2021, they established the Blue-Ribbon Commission on Homelessness (BRCH) to address the deep-rooted challenges within the system. The Commission's mission was to thoroughly review the Los Angeles Homeless Services Authority (LAHSA) and its governance structure. They found a fragmented system with responsibilities spread too thin and unclear accountability. To address these issues, the Commission proposed a unified approach to streamline decision-making, enhance coordination, and deliver more effective results. They designed a governance framework that was transparent, inclusive, and accountable, with measurable outcomes to drive real change. The solution was to create a dedicated County entity focused solely on homelessness, led by a strong executive leader who could provide clear direction and authority. On March 30, 2022, the Board approved the [Commission's recommendations](#).

On April 1, 2025, the Board voted to establish a new County department dedicated to addressing homelessness. This decision creates an unparalleled opportunity for the County to build an effective and accountable infrastructure for implementing a comprehensive response to homelessness. This new department will operate with transparency and efficiency, led by a Director who is accountable to the Board. The department will focus on achieving clearly defined, performance-based outcomes while streamlining processes and consolidating resources under one County department.

The newly created department will centralize the efforts of some County departments and address the root causes of homelessness with a comprehensive and proven strategy. The Board is currently searching for the inaugural Director to lead this significant initiative, continue the critical work already in progress, and further the County's commitment to addressing and preventing homelessness in Los Angeles County. This will involve investing in recognized strategies and pursuing innovative solutions to the underlying factors contributing to homelessness.



Self Portrait of a City by 3B Collective, part of the Los Angeles County Civic Art Collection. Photo by Jeff McLane.

The Opportunity

The governing Board of the most populous county in the nation has initiated a groundbreaking effort to develop and implement a bold strategic plan to integrate all County services related to homelessness. This plan aims to achieve significant, measurable improvements in addressing homelessness within a defined and accelerated timeframe. This initiative underscores the Board's commitment to treating homeless assistance as a top priority and its resolve to implement the systemic changes necessary to address this urgent need in a comprehensive, person-centered way.

The Director of the newly established department will have an opportunity to lead transformative change in Los Angeles County's response to this urgent humanitarian crisis. As the executive in charge, the Director, in consultation with the Board of Supervisors, will define and drive the department's mission, vision, and strategic priorities, while overseeing operations to implement system-wide improvements that deliver tangible, swift and measurable results. This leader will work in close partnership with the Board of Supervisors, stakeholders across County departments, local jurisdictions including the 88 cities that comprise Los Angeles County, the unincorporated communities, state and federal partners, and community-based organizations to ensure that services are equitable and responsive to the unique and diverse needs of all communities. Central to the role will be the implementation of recommendations from the BRCH, shaping forward-thinking policy, and spearheading initiatives that promote sustainable change expected by the Board and the communities served.





Ideal Candidate

The ideal candidate is an innovative, passionate and fearless leader with a demonstrated dedication to ending homelessness. We seek a change agent with extensive executive-level experience managing sizeable organizations or teams in large urban settings. They must be adept at developing and communicating a strategic vision, strengthening partnerships with cities and local/regional organizations, community stakeholders, legislators across multiple levels of government, and constituents. The candidate will have a proven track record of successfully aligning the many dynamic components of this complex issue, including knowledge of funding structures, service integration across multiple County departments, local agencies, and community-based partners to develop a unified, transparent, and effective response to homelessness. They must

have expertise in utilizing data-driven insights and an equity-focused approach to develop and implement prevention strategies and programs that meet the needs of historically underserved populations in the County and close the disparities for these populations.

The individual will bring a deep understanding of how to create affordable housing pipelines, job training, and workforce development partnerships, that move beyond short-term relief to address the root causes of homelessness. The ideal candidate will also have demonstrated experience in designing, advocating for, and implementing comprehensive initiatives, including Housing First programs, emergency shelter systems, and other evidence-based solutions. Equally important, they will have a strong background in leading programs that address the intersectionality of homelessness, wellbeing, physical and behavioral health, the carceral system, and social economic status.

Key Responsibilities

- Develop and widely communicate a strong vision and strategic plan for the newly established department, ensuring alignment with the strategic priorities of the Board and the recommendations of the BRCH.
- Masterfully lead a successful transition and alignment of staff and funding from LAHSA, by July 1, 2026.
- Build and maintain strong relationships and integration channels with the functions of other County departments that are engaged in addressing homelessness.
- Design and manage systems for collecting, analyzing, and reporting on key performance indicators related to homelessness services, including program outcomes, cost-effectiveness, and service accessibility.
- Lead a regional, comprehensive homeless housing initiative and manage relationships with the Board of Supervisors, outside stakeholders, including local government agencies, elected officials from all 88 cities in the County, Councils of Governments, nonprofit organizations, partners in state and federal government, and community stakeholders, including from unincorporated areas of the County to identify and address service gaps, ensuring coordinated care for homeless individuals and families, and transition-age youth and in alignment with the overall goal to end homelessness.
- Oversee, measure, and communicate program performance, develop resolutions that are data-driven and address gaps in program performance as needed.
- Implement a results-based accountability model to support future program direction across homeless service systems and make recommendations for allocation of resources to achieve successful program performance.



- Develop, manage, and monitor the department's budget to ensure the effective, efficient and equitable use of resources.
- Identify and secure funding from government grants, philanthropic sources, and other partnerships to support initiatives and programs addressing homelessness.
- Demonstrate personal and professional integrity and accountability in presenting facts, data, and stakeholder views, concerning the operations of the department.
- Demonstrate leadership commitment by engaging directly with the community through monthly field visits. This includes spending time with individuals experiencing homelessness and meeting with frontline service providers to gain firsthand insight into challenges, successes, and service delivery needs.
- Develop and implement programs that support individuals with mental health or substance use disorders or dual diagnosis, with a focus on developing programs that achieve measurable outcomes for this segment of the people experiencing homelessness (PEH), whose housing and economic stability significantly improve with effective behavioral health support.

Qualifications

A Bachelor's degree -AND- Five years of progressively responsible fiscal and leadership oversight of a major complex organization, serving in a senior executive role in fields such as homelessness, human services, community-based programs for underserved populations, social work, or community development. Demonstrated ability to develop and communicate a clear, compassionate vision for addressing homelessness to both internal and external stakeholders.

Required: Valid California Class "C" Driver's License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

Desirables

- Demonstrated understanding of the current landscape and challenges related to homelessness in Los Angeles County, including the scale, causes, and needs of affected populations.
- Proven strong strategic thinking skills to anticipate emerging trends, identify systemic gaps, and align cross-sector efforts toward sustainable, long-term solutions.
- Proven expertise in budgeting, contracts, grants, resource allocation, and financial analysis, including managing multiple revenue streams. Skilled in tracking financial resources, ensuring equitable allocation among competing needs, and maximizing the ground-level impact of expenditures.
- Proven track record of successfully managing large-scale initiatives—particularly in social services, public health, mental health or homeless housing, paired with in-depth knowledge of government policies, regulations, and funding programs related to behavioral health, substance use disorders, homelessness, affordable housing, and public welfare.
- Expertise in data analysis and performance measurement to assess the effectiveness of homelessness programs and services and use the data analysis to impact program implementation.

- Strong ability to build and sustain relationships with a broad range of stakeholders, including local government officials, nonprofit organizations, business leaders, and community groups.
- Committed to diversity, equity, and inclusion, with the ability to create programs and policies that advance social justice in homelessness services.



In Their Hands by Ian Robertson-Salt, part of the Los Angeles County Civic Art Collection. Photo by Noe Montes.



Compensation

Annual Salary: \$219,014 to \$423,141

Starting annual salary will be dependent on qualifications and career accomplishments. This unclassified position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP).

Benefits

The County provides an excellent benefits package that allows employees to choose benefits that meet their specific needs. The package includes:

- **RETIREMENT PLAN** – The successful candidate will participate in a defined benefit plan.
- **CAFETERIA BENEFIT PLAN** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 19% of the employee's monthly salary.
- **FLEXIBLE SPENDING ACCOUNTS** – In addition to tax-free medical and dependent care spending accounts, the County contributes \$75 per month to the Dependent Care Spending Account.
- **SAVINGS PLAN (401K)** – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee's salary.
- **DEFERRED COMPENSATION PLAN (457)** – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee's salary.
- **HOLIDAYS** – 13 paid days per year.
- **SPLIT DOLLAR LIFE INSURANCE**
- **TRANSPORTATION ALLOWANCE**



LA Skyline by Susan Logoreci, part of the Los Angeles County Civic Art Collection. Photo courtesy of the artist.

How to Apply

Please go to <https://bit.ly/43r4NkW> to create a profile and submit your letter of interest and resume.

For confidential inquiries, please contact:

Alice Ting
Executive Recruiter
Department of Human Resources
323-400-9014
ating@hr.lacounty.gov



Los Angeles County
DEPARTMENT OF

Human Resources

