



Los Angeles County Affordable Housing Solutions Agency

Chief Financial Officer Opportunity Guide

lakahsa.gov



About Los Angeles County Affordable Housing Solutions Agency

The Los Angeles County Affordable Housing Solutions Agency (LACAHSAs) was established in 2023 to tackle the County’s deepening affordable housing crisis. With over 10 million residents across 88 cities and unincorporated areas, Los Angeles County is experiencing an unprecedented shortage of affordable housing, rising homelessness, and widespread displacement. Hundreds of thousands of residents face housing instability, with many being pushed out of their communities due to skyrocketing rents, lack of protections, and historical exclusionary zoning.

Created through [Senate Bill 679](#), LACAHSAs is an independent government agency designed to unite local governments, community organizations, and housing experts to drive regional solutions. LACAHSAs’s mission is to make housing more affordable, prevent homelessness, and expand housing options using a “3 Ps” approach:

- Protect tenants from eviction and displacement.
- Preserve existing affordable housing and prevent its loss.
- Produce new affordable housing at a scale needed to address demand.

With the most severe housing crisis in the region’s history, which only continues to increase, LACAHSAs is leveraging new financial tools and development strategies to invest in affordable housing in both historically disinvested communities and high-resource areas. By breaking down silos between jurisdictions and treating housing as essential infrastructure, LACAHSAs is working to create a future where all Angelenos, regardless of age, race, income, disability, or background, have access to stable, affordable homes.

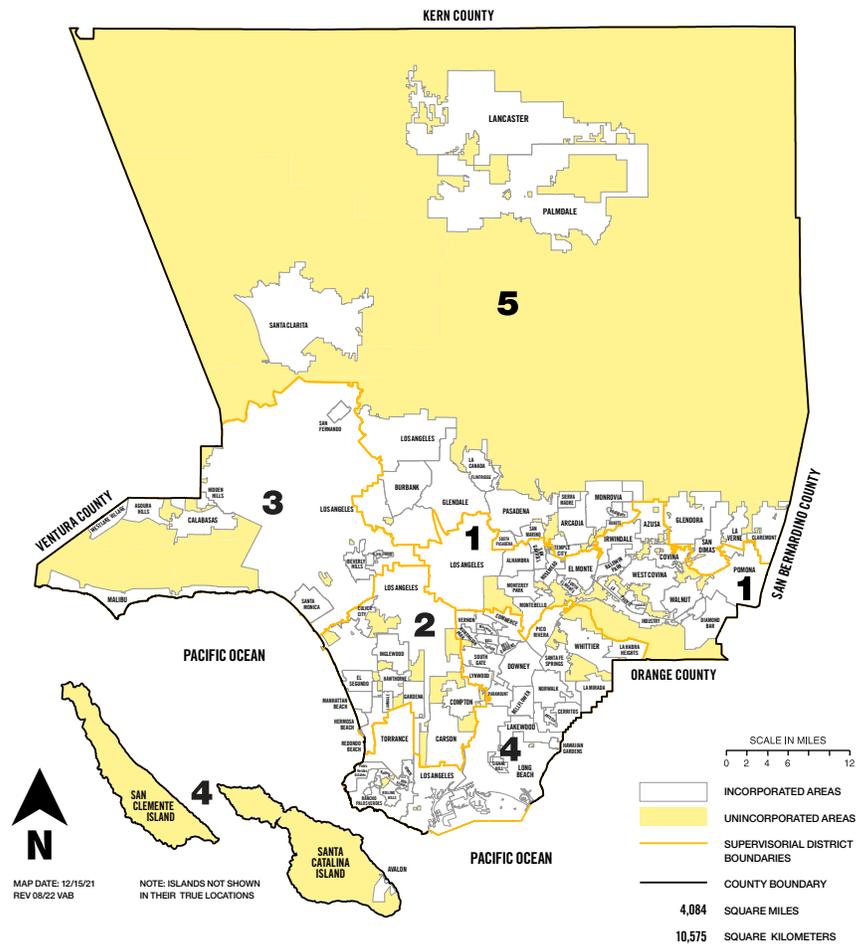


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With private start-up funding by the Conrad N. Hilton foundation and the CZI Initiative, and the subsequent passage of Ballot [Measure A](#) in November by nearly 58% of voters, LACAHSa has the initial funding to lay a path toward a vibrant future. The portion of Ballot Measure A (which generates over \$1B annually to be shared among LACAHSa, LA County, cities of councils of government, and the Los Angeles County Development Authority) will be available to LACAHSa in Spring 2025. It is projected to be an initial sum of nearly \$30M (of the nearly \$390M annual projected annual amount) which should be available after June 15, 2025.



The agency is governed by a 21-member board, including County Supervisors, city mayors, and housing policy leaders, who work together to streamline coordination, cut bureaucratic barriers, and accelerate affordable housing production across the entire county. In September 2024, the Board appointed [Ryan Johnson](#) as the Interim CEO and charged him with the ambitious start-up goals of establishing an agile, innovative, and sustainable organization. The Board is working to identify an Inspector General for the Agency and General Counsel has been retained, while one of Johnson's current priorities is hiring a staff team for the agency to fulfill the following roles: CFO, Managing Director of Investments, Chief of Human Resources, Chief of Staff, and Chief of Programming and Policy.



The Opportunity: Chief Financial Officer

LACAHSA seeks a savvy start-up Chief Financial Officer (CFO) who can build and implement the structure needed to realize the bold, innovative plans and goals of the agency. Within the first year, the CFO will be responsible for budget forecasting and setting up the systems and internal controls required to deploy funds and pass auditing.

With 36% of Measure A's funding being released to LACAHSA in June 2025, this unique, special-use agency needs to be ready to deploy those funds in June to projects/developments focused on production, preservation and protection of housing. Initial fund disbursement will be based on anticipated funding agreements. The CFO will need to quickly, yet credibly beyond measure, develop the systems required to make this possible. Concurrently, the CFO will work with the Interim CEO to design strategies to leverage the upcoming funding to exponentially create impact in the creation of affordable housing. Reporting directly to the Interim CEO, the CFO will hold technical knowledge of bonds. The CFO will collaborate with the Interim CEO and to prepare for the upcoming, initial, agency audit of 2024-25 activities, which requires both state and local compliance.



Performance Objectives

As a new/start-up role, the following is envisioned upon launching this role and is likely fluid and open to change in the first year.

Financial Strategy & Planning

- Develop, evaluate, and continuously refine LACAHSAs financial strategy in collaboration with leadership, ensuring alignment with growth objectives and encompassing all aspects of the agency’s finances, from budgeting and fundraising to constituent relations.
- Manage and optimize LACAHSAs cash flow by ensuring sufficient liquidity to meet obligations while maximizing capital efficiency, considering growth projections and the potential need for expanded funding.
- Demonstrate fiscal responsibility and accountability for efficient use of all agency resources, starting in Spring 2025 with taxpayer revenue derived from the passage of Ballot Measure A.
- Encourage transparency and accountability by creating open communication channels around financial performance to promote collaboration and improve decision-making across the organization.

Risk Management & Compliance

- Identify and mitigate financial risks while ensuring compliance with all legal and regulatory requirements to safeguard LACAHSAs financial health and sustainability.
- Create and implement protective measures against all identified risks and counsel leadership on the most effective strategies to minimize unknown risks.
- Collaborate with the leadership team and external IT consultants to implement and maintain robust cybersecurity measures, protecting financial data and assets from potential cyber threats.
- Oversee the initial Audit period (FY24) in collaboration with external partners that served as the initial fiduciary agent.
- Participate in evaluation of funds disbursements to projects that will create tangible and real impact to make housing more affordable, help people stay in their homes, and increase housing options for people experiencing homelessness.



Performance Objectives

Infrastructure Design & Implementation

- Design, build, hire and lead a highly effective, productive, and cohesive finance team with both professional/technical expertise and operational talent. Anticipated hires after the CFO are planned for FY25 include the controller, treasury, and accounting clerks.
- Produce the 2025-2026 Agency Budget.
- Establish and implement foundational financial systems, including accounting, payment processing, and financial reporting, ensuring scalability as the organization grows and transitions responsibilities to an expanding finance team.
- Develop and oversee internal controls, particularly for expense management, to ensure accurate financial reporting and risk mitigation. Balance cost control with strategic investments to support growth, ensuring financial stability through prudent revenue and expense management.
- In consultation with the soon-to-be hired Inspector General (IG), ensure policy and procedure are developed to most effectively address future inquiries and reporting.
- Create and implement a dashboard, balanced scorecard, and other tools to accurately assess business status and progress.

Constituent Relations & Fundraising

- Elevate public trust in LACAHSAs as a special agency by installing best practice, transparency, and an unparalleled degree of financial integrity and fiduciary accountability.
- Serve as the primary financial liaison for constituents, effectively communicating LACAHSAs financial health and growth potential while strategically determining when and from which sources to seek funding.
- Play a hands-on role in next-stage capital fundraising by actively pitching institutional investors alongside leadership, with a strong focus on securing funding for initiatives such as the creation of a bond fund to support affordable housing solutions and development. Articulate LACAHSAs value proposition to constituents and negotiate favorable terms for funding rounds.
- Provide collaborative leadership in maintaining a positive and productive working relationship among the leadership, Board of Directors, constituents, partner organizations, and regional civic leaders.



The Qualified Candidate

The ideal CFO will be a strategic and adaptive leader who brings structure and financial discipline to an innovative and rapidly evolving environment. With a strong foundation in government finance, they will navigate complex funding landscapes while challenging and reshaping traditional financial frameworks to drive impactful solutions. The successful candidate will balance innovation with financial oversight, ensuring fiscal responsibility while fostering bold, forward-thinking initiatives.

This CFO must be well-versed in finance and accounting, with deep expertise in financial analysis, budgeting, and forecasting. Strong leadership and communication skills are essential, enabling them to collaborate effectively with the growing leadership team, investors, and key stakeholders. The “startup” CFO must also be highly adaptable, capable of thriving in a fast-paced environment, and comfortable making calculated decisions with limited information. They should bring creativity and innovation to financial challenges, ensuring sustainable solutions that support affordable housing initiatives at scale.

Grounded in LACAHSAs “3 P” approach, the CFO will be instrumental in securing and managing resources to advance the agency’s purpose while ensuring long-term financial sustainability. As a critical driver of the startup, growth, and success, the CFO will develop and execute financial strategies, oversee financial performance, and promote a culture of transparency and collaboration. Most importantly, they must be deeply passionate about the agency’s mission, committed to its goals, and willing to work tirelessly to create lasting impact.

Specific Requirements Include:

- Track record in financial management, stewardship, and developing strategies to successfully improve the bottom line and enhance return on investment.
- Proven experience in executive leadership as a CFO or equivalent role, with knowledge of:
 - Financial planning and strategy
 - Public Financing
 - Municipal bonds
 - Budget design, creation, and development
 - Data analysis, forecasting methods, and meaningful reporting
 - State and local financial laws, regulations, and risk management practices
- Proven success in building strong and productive work teams with a focus on mentoring and nurturing staff development. This will be among the first six roles hired, so an adaptive and flexible approach will be needed.
- Strong analytic and strategic-thinking skills, with a demonstrated ability to create, implement, and monitor complex plans and then translate those plans into goals and concrete strategies.
- Expertise in finance and accounting, as well as experience working with startups or early-stage businesses.
- Minimum of 10 years in managerial/leadership roles in Financial Administration and leadership.
- Bachelor’s degree in business administration or finance required; CPA or advanced credentialing preferred.

Don’t check off every box in the requirements listed above? Please consider applying anyway! Studies have shown that underrepresented communities - such as women, people of color, LGBTQ, people with disabilities, and immigrants - are less likely to apply for jobs unless they meet every single qualification. LACAHSAs is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging – so if you are excited about this role but your experience doesn’t align perfectly with every qualification in the job description, we encourage you to consider still applying.

How To Apply

The initial salary for this position was approved in the start-up budget and is set at \$230,000. Benefits for this position include 100% Employer Paid Benefits, Short Term Disability and Health, 7% match on 60% of Employee Retirement Benefits, and 13 paid Holidays.

Relocation assistance is available.

LACAHSA is committed to providing equal employment opportunity for all qualified persons, regardless of race, religion, sex, national origin, age, sexual orientation, disability, or any other characteristic protected by state or federal law. All positions are open to qualified individuals pursuant to the Americans with Disabilities Act of 1990 and the California Fair Employment and Housing Act. LACAHSA will comply with all of its obligations under State and Federal laws regarding the provision of reasonable accommodations to applicants.

[APPLY HERE](#)

To ensure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

All candidate-submitted materials and credentials will be reviewed for consistency and accuracy. Candidates can expect that KEES will verify employment/academic/ background information both in the screening process and for the finalist(s) in a formal background check. KEES utilizes a 4-step screening process, the first of which is the formal Candidate Application. Applications are reviewed by the KEES team and advanced through various stages of inquiry and confirmation. Applications with specific cover letters will be given priority consideration, on a rolling basis, by March 28, 2025. All applicants will be notified of the outcome of the search. Based on the timing of your specific application, you are welcome to reach out for information on the timeline.

This search is being managed by Heather Eddy, President and CEO, and Megan Taylor, Project Manager of KEES. Questions may be addressed to mtaylor@kees2success.com.

About KEES

KEES (formerly Alford Executive Search) is a woman-owned nonprofit executive search firm dedicated to creating diverse teams with dynamic leadership in the nonprofit and public sectors. We offer a comprehensive range of services, including executive search, leadership development, compensation analysis, interim staffing, and HR support.

Launched in 2013, based on decades of prior work by the Founders, KEES is a leader and noted pioneer in DEIB-focused executive search and culture building. KEES is noted for bringing dynamic and under-radar candidates to the table, regularly placing industry veterans and first-time leaders alike. Recognized for two years in a row on the Hunt Scanlon Nonprofit Top 65, KEES leaders are sought-after experts in search, leadership development, and often first-time roles. To learn more, visit us at [KEES](#).