



HOUSING AUTHORITY OF SKAGIT COUNTY

Washington

EXECUTIVE DIRECTOR

\$150,000 - \$180,000

Plus Excellent Benefits

Apply by

November 23, 2025

(First Review, Open Until Filled)

PROTHMAN



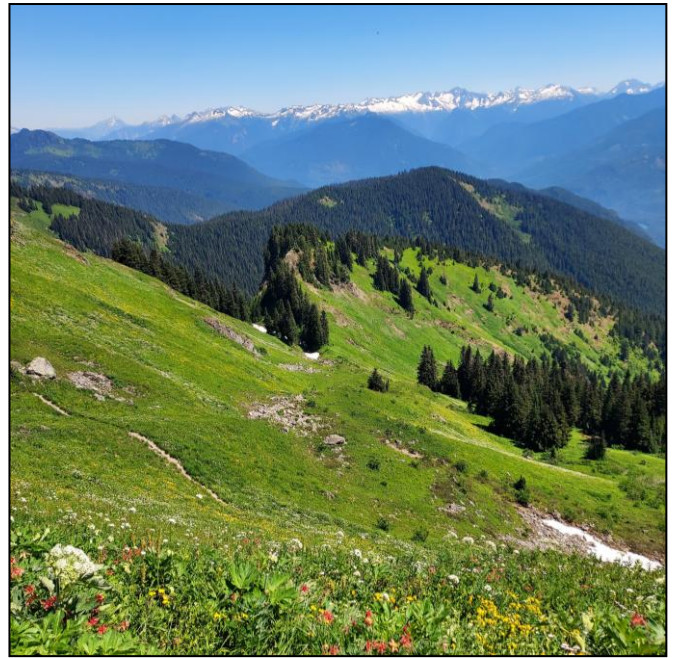
THE COMMUNITY



Skagit County has a population of approximately 127,000 people and is located approximately 60 miles north of Seattle, Washington. The region is

known as being one of the fastest growing counties in the state and has experienced steady growth over the last 10 years. Skagit County's major urban centers, historic villages, rural retreats, and seaside ports each have unique scenic beauty and a multitude of attractions, making the region primed to cater to businesses, tourism, and families.

Western Skagit County features waterfront communities, berry farms, and tulip fields, while mountains, eagles, and wildlife reserves mark the eastern edge of the county. The famous Skagit County Tulip Festival has been part of the City of Mount Vernon since the early 1980s, first being part of the Mount Vernon Chamber of Commerce, then branching out to form its own organization. Businesses in Mount Vernon and Burlington enjoy strong community and local government support, a thriving business climate, and easy access to Interstate 5 and marine shipping.



THE ORGANIZATION

The Housing Authority of Skagit County (HASC) is a dedicated team of compassionate housing professionals committed to providing affordable housing solutions and preventing homelessness in the community. With a mission to increase housing options for low-income individuals and families, HASC operates a range of programs, including rental subsidies, multi-family rental units, and single-family home weatherization. These initiatives aim to reduce housing burdens, empowering participants to focus on personal growth and improved economic stability.

HASC places a strong emphasis on delivering compassionate, culturally relevant services. Residents are regarded as the organization's ultimate customers, and the staff is highly trained to provide respectful and meaningful support. Translation and interpretation services are readily available to ensure inclusivity and accessibility for all residents.

HASC operates with a 2025 budget of \$10,007,673 and is governed by a five-member Board of Commissioners appointed by the Skagit County Commissioners, though the organization operates independently from the county government. Board members serve five-year terms. The organization's leadership team includes the Executive Director, Finance Director, Facilities & Properties Director, and the newly founded Housing Development Director position.

HASC is organized into three key departments which include:

Section 8 (HUD) Department: Provides rental subsidies for low-income individuals and families, elderly residents, veterans, homeless individuals, foster youth, and people with disabilities. The department also runs a Family Self-Sufficiency program, which helps participants set and achieve personal and financial goals.

Weatherization Department (Dept. of Commerce/Energy): Focuses on remodeling owner-occupied low-income housing to improve energy efficiency and security, ensuring compliance with Department of Energy (DOE) and Department of Commerce (DOC) regulations.

Properties Department: Manages 315 apartment units and 105 beds for temporary housing. The department also employs a Resident Services Coordinator to offer additional support services to tenants and participants.



Key Properties Managed by HASC include:

Farmworker Housing:

- La Paloma Apartments - USDA-financed housing dedicated to farmworkers.
- Mt. Baker Meadows - Affordable housing for farmworkers.
- Seasonal Farmworker Housing - USDA-funded temporary housing for migrant farmworkers.
- Raspberry Ridge 1 & 2 Apartments - LIHTC-financed housing serving farmworker families.

Specialized & Supportive Housing:

- Mt. Vernon Family Housing - LIHTC-funded housing serving individuals with disabilities, homeless veterans, and farmworker families.
- President Apartments - HTF-financed housing providing affordable units for low-income families.

Family Housing:

- Burlington Terrace Apartments - Bond-financed housing designed for low-income families.



THE POSITION

Reporting to the HASC Board of Commissioners, the Executive Director leads HASC in its mission to provide affordable housing opportunities and support housing development initiatives within Skagit County. The Executive Director also administers Section 8 vouchers for San Juan County. The Executive Director is responsible for and supervises all aspects of the Housing Authorities' operations including administration, records management, human resources management, development, and financial control. The Executive Director works with the Board of Commissioners and senior management team on the development of all policies affecting the housing authority including strategic initiatives, economic feasibility, sound business planning and management.

To view the full job description, please view the attachment found [here](#).



THE IDEAL CANDIDATE

Education and Experience:

- A bachelor's degree in business, public administration, management or related fields is required.
- Public Housing Manager (PHM) certification is required within 6 months of employment.
- Extensive experience working with affordable housing programs, with five (5) years of progressively responsible supervisory experience required.
- Master's degree in business, public administration, management or related fields is preferred.
- A valid Washington State Driver's License (within 30 days of employment) and an acceptable driving record.
- The ability to speak Spanish is desired.

The Ideal Candidate Will:

- Have significant experience in affordable housing finance, acquisition, development, and renovations.
- Demonstrate previous success leading an organization and motivating others within a fast-paced constantly changing work environment.
- Articulate a clear, strategic vision for the Housing Authority while continuing to advance the agency's mission and goals.
- Uphold high standards of ethics, honesty, accountability, humility, empathy, and compassion in leadership.
- Be a strong leader who connects with the broader community and is willing to be seen as the face of the organization.
- Demonstrate strong financial acumen to support long-term stability, sustainability, and strategic investments.
- Have previous Housing Authority experience, along with the ability to connect culturally with clients, many of whom come from disadvantaged backgrounds, including farmworkers, veterans, and low-income families.
- Communicate effectively with Board members, staff, funding agencies, local governments, nonprofits, and the public, with strong written, oral, and public presentation skills.
- Be innovative, looking for new ideas and creative ways to meet the mission, finding paths to "yes" while ensuring compliance with HUD and other regulations.

- Collaborate with funding agencies, other housing providers, local governments, and nonprofit partners to achieve shared outcomes.
- Be open, transparent, and collaborative with the Board, staff, partners, and the community.
- Implement new technologies and systems that improve efficiency and enhance services for stakeholders.
- Avoid micromanagement by delegating effectively, trusting staff, and supporting staff autonomy.
- Offer focused attention to training and developing management staff, mentoring them, and providing regular support when challenges arise.
- Foster a positive work culture that encourages collaboration, self-care, work-life balance, motivation, and accountability.
- Demonstrate decent knowledge of housing development processes and experience with building projects is a plus.
- Be an honest, respectful, and hardworking leader who values diversity, welcomes new ideas and suggestions, and is not authoritarian.
- Build trust in the broader community by serving as a voice for those without one and respecting cultural diversity.
- Be a problem-solver who tackles challenges and crises in the organization's best interest, recognizing staff contributions and building team morale.



COMPENSATION & BENEFITS

- **\$150,000 - \$180,000 DOQ**
- Medical, Dental, Vision, Life Insurance, Vacation, Holidays, Retirement plan and relocation reimbursement offered.

**For more information on the
Housing Authority of Skagit County,
please visit:**

www.skagitcountyha.org



The Housing Authority of Skagit County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 23, 2025**. Applications will be reviewed as submitted. This position is open until filled. Application materials will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Housing Authority of Skagit County, WA – Executive Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



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