



CAMBRIDGE HOUSING AUTHORITY

Director of Real Estate



The Organization:

Established in 1935, Cambridge Housing Authority (CHA) provides housing and rental assistance to more than 7,800 low-income households — families, elders and individuals with disabilities — through its housing programs and robust social services. Over 5,000 of these households live in Cambridge representing roughly 8% of the city's population. By focusing on policy innovation and family economic opportunities, CHA's more than 250 employees meet a shared mission to create, support, and preserve thriving affordable communities where residents have access to enriched services and opportunities that promote upward mobility, educational advancement, and civic engagement.

Designated a Moving to Work (MTW) agency by the U.S. Department of Housing and Urban Development (HUD) in 1999, the CHA is one of only 39 initial MTW agencies in the U.S. MTW provides CHA the administrative flexibility to develop and implement financial, programmatic, and development strategies that are responsive to the unique needs of the populations they serve. This flexibility has assisted the CHA in preserving and expanding their portfolio and services, adding over 2,700 new vouchers to their portfolio and investing over \$880 million into their housing stock since 2010. CHA is one of the few housing authorities in the country that owns, develops, and manages its redevelopment activity and housing portfolio.

In addition to its record of success in building residential communities, CHA is widely recognized as among the most visionary and high-performing housing authorities in the nation, one that has expanded its reach and services far beyond housing. CHA's active and ongoing work includes a comprehensive after-school educational enrichment and work-readiness program for students starting in middle school, support for people experiencing homelessness to transition into permanent housing, an adult education certificate program to supporting careers in property management, and more. In recent years, CHA significantly expanded its professional services by developing a consulting business to provide property management and real estate development services to other public housing authorities and housing organizations in the region.

Last year, CHA adopted a new five-year strategic plan: [Shaping a Shared Future: CHA Strategic Plan 2025–2030 - CHA](#), that highlights priorities to grow its housing portfolio, diversify revenue sources, optimize the agency's use of data and technology, expand services to residents, and invest in staff development. It is an exciting time to join the agency as they modernize systems and processes, strengthen organizational capacity, and enhance its ability to serve residents and support staff.

The CHA's annual operating budget is over \$210 million, plus an annual construction budget of approximately \$190 million (FY 2026).

CHA's main office is located in the heart of Central Square, Cambridge, just one block from the MBTA Red Line and surrounded by a vibrant mix of restaurants, shops, arts organizations, and community institutions. Within a mile are the main campuses of Harvard University and MIT, as well as Kendall Square, home to leading technology, life sciences, and innovation companies. Although CHA operates independently from the City of Cambridge, the city is one of its closest partners in advancing affordable housing, resident services, and community development goals. Cambridge is a uniquely rewarding place to work—bringing together world-class innovation, strong civic engagement, and a shared commitment to addressing some of the most important housing and social policy challenges facing communities today.

Position Overview

The Role:

The Director of Real Estate at the Cambridge Housing Authority (CHA) presents an exceptional opportunity to play a critical leadership role in the continued growth and development of one of the country's most highly regarded housing agencies. CHA is at a pivotal moment in time, and the Director will lead a highly talented team, work alongside recognized leaders in their fields, and in an agency recognized as being at the forefront of innovation and best practices.

The Director of Real Estate oversees the end-to-end execution of CHA's real estate development and construction pipeline to protect, preserve, reposition, and expand its housing portfolio in accordance with agency policy and goals and applicable federal, state, and local requirements. The position manages responsibilities related to these initiatives including planning, financing, transaction management and delivery, construction management, and quality review and assurance.

The position ensures compliance with CHA's goals and objectives, and manages all project schedule and budget, design and financing, and transaction execution for the various projects in CHA's pipeline. First and foremost, the ideal candidate will be an exceptional leader of people and teams leading staff and consultants, and the management of community and resident engagement related to real estate initiatives. In close partnership with the Deputy Executive Director of Development and CEO, they will also act as liaison between CHA and the outside community, funding, and regulatory agencies. All activities must support the agency's strategic goals and objectives and produce results that advance the goals of the Planning & Development Department, the CHA's real estate arm.

The Planning & Development Department has an annual capital budget of approximately \$190m and a departmental budget of \$7m. CHA leverages its MTW designation, public housing consulting practice, and acquisition and land banking strategies to build a development pipeline of over \$1 billion. In addition to CHA's Cambridge pipeline, the team manages approximately 10 consulting clients with scopes ranging from a development advisor to co-development partner. The Planning & Development Department includes all real estate functions, including construction, with 24 employees and two consultants in total. The Director of Real Estate is a newly constructed position, which will accommodate the continued growth and complexity of CHA real estate activities and ensure efficiency, quality, accountability, and promote clear communication, collaboration, and staff development.

The Director of Real Estate will join an exceptional leadership partnership with direct access to both the Deputy Executive Director of Development and Chief Executive Officer. The role is designed for a leader who wants to combine operational responsibility with strategic influence, leading a high-performing team while helping define the future direction of a development pipeline. Reporting to the Deputy Executive Director of Development, the Director will also work closely with the CEO on agency-wide priorities, strategic initiatives, and major development opportunities.

Reports to: Deputy Executive Director of Development

Margaret Donnelly Moran, Deputy Executive Director of Development, has over 40 years of affordable housing operations, development and modernization experience. She has been responsible for garnering and managing over \$900 million of public housing modernization and development activities since 2010 including HOPE VI, RAD, LIHTC, Section 18 and Homeownership programs. She was appointed Director of Planning & Development in January 2016, after serving CHA in various capacities for nearly 30 years, and Deputy Executive Director of Development in 2022.

Direct Reports: Director of Construction
Deputy Director(s) of Planning & Development

Other Key Relationships: Chief Executive Officer
Chief Financial Officer
General Counsel
Director of Asset Management
Director of Operations
Director of Facilities Management
Project Managers



Key Responsibilities:

Real Estate Development & Team Leadership

- Provide leadership and coordination from project conception through financial closing, construction, and permanent loan conversion across finance, legal, procurement, construction, asset management, property management, and resident services staff to support project execution and ensure alignment with agency goals.
- Provide thoughtful and adaptable leadership that is inclusive, transparent, and empowering to support and guide a healthy and productive department that delivers on CHA mission.
- Ensure the Planning & Development Department is fully integrated, and partners cross functionally with all agency departments to support a “one CHA” culture. Increase efficiencies and transparent communication during project life cycles.
- Execute funding strategies and prepare materials to support new financing efforts led by the Deputy Executive Director, including becoming a bond issuer and lender.
- Support staff development through the creation of shared project plans with coherent and transparent processes that ensure workflow clarity, clear roles and responsibilities, and communication between all team members and departments.

Project Management Supervision

- Manage planning, design, procurement, construction, and oversight activities for new development, redevelopment, modernization, and capital projects, including coordination with architects, engineers, contractors, owners' representatives, and CHA staff to support delivery of projects.
- Maintain responsibility for the accuracy and integrity of all financial models and underwriting, and for on-time and on-budget project delivery.
- Oversee financial closings, with particular attention to legal documents and business terms.
- In collaboration with other CHA leaders, be a visible change agent in building new dashboards and reporting templates and leveraging new systems so that all team members and leadership have real-time visibility into portfolio health, cash flow, capital needs, and watch list projects.
- Escalate material risks, budget variances, and strategic issues to the Deputy Executive Director of Development.

External Relations & Resident Engagement

- Oversee resident and community engagement processes related to redevelopment, construction, and real estate initiatives, and help ensure transparent communication with affected stakeholders.
- Coordinate constituent input, and resident and neighborhood participation to secure support and deliver on CHA's commitment to build strong communities that promote engagement, independence, and inclusivity.
- Participate and support project teams in representing CHA in public meetings.
- Participate and support project teams in negotiations with lenders, investors, developers, public officials, community partners, regulatory agencies, and project design and construction teams.

The Leader:

The ideal candidate will be an exceptional team leader and manager of people with a demonstrated record of success in affordable housing real estate development supported by the following qualifications, experience, and core leadership competencies:

Education and/or Experience

- Minimum of ten (10) years of progressively responsible experience in affordable housing real estate, community development, public-sector redevelopment, complex real estate transactions, and a minimum of five (5) years of staff supervision.
- Experience with public housing, mixed-finance development, tax credits, bond financing, design and construction administration, and public subsidy programs is strongly preferred.
- Extensive experience in the utilization of real estate practices, principles and associated financing mechanisms, such as tax credits, bond financing, bank mortgages, etc. with the ability to recommend solutions to complex real estate development and affordable housing financing issues.
- Bachelor's degree in real estate, urban planning, public administration, business administration, finance, law, architecture, engineering, construction management, or a related field; master's degree is preferred.
- An equivalent combination of education and experience may be considered.



Behavioral Competencies

- **Commitment:** Sets high standards of performance; pursues aggressive goals and works hard/smart to achieve them; strives for results and success; conveys a sense of urgency and brings issues to closure; persists despite obstacles and opposition.
- **Customer Service:** Meets/exceeds the expectations and requirements of internal and external customers; identifies, understands, monitors, and measures the needs of both internal and external customers; talks and acts with customers in mind; recognizes working colleagues as customers.
- **Effective Communication:** Ensures important information is passed to those who need to know; conveys necessary information clearly and effectively orally or in writing; demonstrates attention to, and conveys understanding of, the comments and questions of others; listens effectively.
- **Responsiveness and Accountability:** Demonstrates a high level of conscientiousness; holds oneself personally responsible for one's own work; does fair share of work.
- **Teamwork:** Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.
- **Leadership:** Provides clear and effective direction for department and staff; manages performance by providing regular feedback and support to direct reports and all project contributors.



Location:

- Cambridge, Massachusetts
- Offices are located in Central Square
- Initial period in the office, then hybrid work options available

Compensation:

The compensation range for this position is \$225,000 - \$250,000 plus a comprehensive benefits package.

**

If you have an interest in this opportunity, please share a resume and brief cover note to:

Janet Albert
Partner, Bridge Partners
Janet.Albert@bridgepartnersllc.com

Neeta Metha
Partner, Bridge Partners
Neeta.Metha@bridgepartnersllc.com

Priority will be given to applications submitted by September 21st 2026
although we will continue to receive and review applications until the position is filled.