



LEADERSHIP PROFILE

**Chief Executive Officer
The Greenville Housing Authority (TGHA)
Greenville, South Carolina**

To preserve and expand affordable housing and empower residents to achieve self-sufficiency through strategic partnerships.

The Opportunity

[The Greenville Housing Authority \(TGHA\)](#) stands at a consequential moment not only in its own history, but in the future of Greenville.

For nearly nine decades, TGHA has provided affordable housing. For thousands of residents including families, veterans, and seniors, it has provided stability and the conditions from which people can build their lives. A home is where routines take shape, where children grow, and where the possibility of something better begins. And yet, at this moment, that foundation must be strengthened.

Greenville is experiencing sustained and highly visible growth, emerging as one of the most dynamic cities and metros in the Southeast. A revitalized downtown, expanding infrastructure, private investment, and strong in-migration have contributed to economic vitality and rising demand for housing at all income levels. This growth has brought energy and opportunity to the region, while intensifying pressure on housing affordability. TGHA's work is at the center of ensuring that Greenville's continued success is inclusive and accessible to the full community.

TGHA has experienced leadership transitions in recent years, and the organization is emerging from a period of change with both urgency and opportunity. Stakeholders throughout the community are aligned in their belief that TGHA must succeed and equally clear that success will require an elevated level of leadership.

The next Chief Executive Officer will be charged with bringing clarity, consistency, and credibility to an organization that sits at the center of Greenville's housing ecosystem. This is not simply a management role; it is a leadership role that requires presence, discipline, and the ability to engage and inspire confidence across a wide range of stakeholders.



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The Board of Commissioners is committed to supporting the success of its next CEO. Community partners understand what is at stake. The conditions for meaningful progress are in place. What is needed now is leadership that can meet the moment and help define what comes next.

The Organization

The Greenville Housing Authority's work is grounded in a clear mission: to preserve and expand affordable housing and empower residents to achieve self-sufficiency through strategic partnerships. Today, TGHA serves more than 3,000 households and 7,000 residents, and operates with a staff of more than 60, delivering a broad and complex portfolio of programs.

As a public entity established in 1938, TGHA operates under the laws of the State of South Carolina. Its jurisdiction spans Greenville County (excluding the City of Greer), and it serves as a central provider of affordable housing for the region, with a focus on the City of Greenville. TGHA is governed by a seven-member Board, whose members are appointed by the Mayor of Greenville and ratified by City Council.

At its core, TGHA administers federally funded housing programs through the U.S. Department of Housing and Urban Development (HUD) and manages a diverse and complex housing portfolio that spans multiple property types, financing structures, and program requirements. This includes agency-owned and affiliated properties, mixed-income developments supported through Low-Income Housing Tax Credits, RAD-converted communities, and project-based voucher units, alongside a robust Housing Choice Voucher program serving thousands of households in the private market.

In 2021, TGHA was designated as a [Moving to Work \(MTW\)](#) agency, providing flexibility to design locally responsive policies and pilot innovative approaches to housing and self-sufficiency.

Together, these programs require careful coordination of leasing, inspections, rent reasonableness determinations, resident services, landlord relationships, and ongoing compliance with HUD regulations. The Authority also oversees property maintenance, capital planning, and security considerations across its portfolio, focusing on resident safety and quality of life as well as longterm asset preservation. Managing this system demands operational precision, responsiveness, and adaptability, as policies, funding streams, and resident needs continue to evolve.

TGHA operates within a challenging and dynamic environment shaped by:

- Federal regulatory requirements and funding constraints
- Rising housing costs and increased demand
- Complex and evolving resident needs
- Public expectations for responsiveness and accountability

Internally, TGHA is:

- Building a relatively new team that requires continued development
- Strengthening systems, processes, and operational consistency
- Investing in training and infrastructure
- Working to rebuild trust and reshape its public identity

The organization sits at the intersection of public policy, real estate, and human services, where decisions made internally have direct and lasting impact on the lives of residents and the trajectory of the broader community.



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The CEO must bring knowledge about HUD and housing, a systems approach to change, and a desire to lead long-term transformational change for the community.

As reflected in its current [2025-2028 strategic plan](#), the next phase of TGHA's work will require not only strong execution across this portfolio, but a renewed sense of cohesion and purpose in how the organization brings these elements together in service of its mission.

The Mandate

The next Chief Executive Officer of TGHA will step into a role that requires both immediate focus and long-term vision. The work ahead is operational, cultural, and relational. Success will come from the ability to bring clarity to complexity, consistency to operations, and confidence to the organization's internal and external stakeholders. The CEO must bring knowledge about HUD and housing, a systems approach to change, and a desire to lead long-term transformational change for the community.

Establish Operational Clarity and Execution Discipline

TGHA must operate with consistency, reliability, and professionalism across all of its programs and interactions. The CEO will ensure that the organization has clear systems, defined processes, and shared expectations.

This includes strengthening workflows, clarifying decision-making authority, making staffing adjustments, and ensuring that policies are not only established but consistently followed. The goal is not for the CEO to be in the weeds but to ensure the right structure and resources for staff to execute effectively and efficiently.

Build a Culture of Accountability and Customer Service

The CEO will shape a culture where expectations are clear, performance is managed, and staff are supported in growing into their roles.

The CEO will build a culture where residents, landlords, and partners experience clear communication, timely responses, and reliable execution. Staff will anticipate the real-life impact of delays, confusion, or inconsistency, and ensure that systems are aligned to serve residents and partners with efficiency and care.

Building trust will come through consistent, day-to-day interactions that demonstrate professionalism, clarity, and follow-through.

Advance Housing Strategy and Program Effectiveness

TGHA operates within a complex housing ecosystem that includes federally funded programs, development initiatives, and community partnerships. The CEO must navigate this environment with both technical understanding and strategic judgment.

This includes ensuring that core programs are administered effectively while advancing opportunities to expand housing through development and partnerships. The CEO will leverage MTW flexibility to pursue innovation while maintaining strong compliance and stewardship. They will build a strong foundation to pursue aspirational strategies and creative programs.

Lead Governance and Strengthen Relationships

Given TGHA's governance structure, success will depend, in part, on the CEO's ability to work effectively with the Board of Commissioners and



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the City of Greenville. This includes understanding the dynamics of Board appointments, and ensuring TGHA is positioned as a credible and aligned partner.

The CEO will support strong governance practices while building productive relationships with the City, funders, and nonprofit collaborators.

Serve as the External Face of the Organization

The CEO will represent TGHA to residents, landlords, partners, and public officials. This requires both credibility and presence, with the ability to communicate clearly, listen and engage meaningfully, and build trust.

Through both words and actions, the CEO will help shape how TGHA is understood in the community.

Deliver Early Progress While Building Long-Term Opportunity

The CEO must balance early progress with long-term sustainability and the pursuit of aspirational opportunities. Early improvements in responsiveness, clarity, and communication will be critical to building confidence.

At the same time, the CEO must ensure that changes are durable and position the organization for sustained success. This is not a short-term turnaround, but the beginning of a longer arc of leadership that will define TGHA's future.

The Candidate

TGHA seeks a leader who brings both operational discipline and vision—someone capable of strengthening the organization today while positioning it for a more ambitious future.

The successful candidate will be:

- A credible and visible leader, able to inspire confidence across diverse audiences
- A systems thinker, capable of building structure, clarity, and accountability
- A strong operator, with the ability to translate strategy into execution
- A people-centered leader, who invests in staff development while holding high expectations
- A relationship builder, skilled at engaging with public-sector partners, community stakeholders, and residents
- A mission-driven professional who understands the importance of affordable housing as a foundation for opportunity

Candidates should bring:

- Senior leadership experience in housing, community development, real estate, or a related field
- Experience working within federally funded or regulated environments required; HUD experience or exposure strongly preferred
- A track record of leading organizational change, improvement, or turnaround
- Experience working with boards and navigating governance dynamics
- Familiarity with affordable housing development, finance, or asset management is preferred

This leader will combine strong systems thinking with a clear vision for the future, building the foundation for TGHA to move toward a more ambitious and aspirational next chapter.



The successful candidate will be a mission-driven professional who understands the importance of affordable housing as a foundation for opportunity.



Greenville, South Carolina has received increasing national recognition in recent years as one of the country's most desirable places to live, reflecting both its rapid growth and exceptional quality of life.

Reporting Relationships

Reports to:	Board of Commissioners
Direct reports:	Senior leadership team
Collaborates with:	Elected officials, HUD contacts, regional service providers, funders, developers, a wide range of stakeholders engaged with or impacted by affordable housing availability

Compensation

TGHA is committed to being highly competitive in attracting and retaining an exceptional leader and is prepared to structure a package that reflects demonstrated capability, leadership experience, strategic vision, and the ability to deliver meaningful results.

The compensation range is anticipated to begin in the mid/high-\$200s, with significant flexibility for an exceptional candidate with the experience and leadership capacity to advance TGHA's vision and impact. A comprehensive benefits package will be provided.

Interest

This search is being led by Sarah Gaines and Lysondra Somerville of [BoardWalk Consulting](#).

For questions or to recommend a prospect, email Sarah Gaines at sarah@boardwalkconsulting.com or call at 404-262-7392.

Those interested in the opportunity can submit materials for consideration [here](#).

Greenville, South Carolina

Greenville has received increasing national recognition in recent years as one of the country's most desirable places to live, reflecting both its rapid growth and exceptional quality of life. U.S. News & World Report has ranked Greenville [among the top places to live in the nation](#), while [other publications](#) have highlighted the region for its economic momentum, livability, and vibrant community.

Located in the foothills of the Blue Ridge Mountains, Greenville offers a unique combination of natural beauty and urban energy. Its award-winning downtown is widely known for its walkability, thriving culinary scene, and cultural amenities, including Falls Park on the Reedy, a signature public space that anchors the city's identity. Residents enjoy easy access to outdoor recreation—from hiking and cycling to nearby lakes and mountains—alongside a strong and growing arts community.

The region's economy is diverse and expanding, with strengths in advanced manufacturing, healthcare, technology, and professional services. Major employers and continued in-migration have contributed to sustained growth, while the overall cost of living remains relatively accessible compared to larger metropolitan areas.

Greenville also offers proximity to major cities. Charlotte and Atlanta are both within a few hours' drive, making it an attractive location for professionals seeking both connectivity and quality of life.

For candidates considering relocation, Greenville presents the opportunity to live in a community that is dynamic, welcoming, and deeply engaged—where professional impact can be paired with a high quality of life. To learn more about the region, explore resources from [Visit Greenville SC](#) and the [Greenville Area Development Corporation](#).



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