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Homes. People. Partnerships. Good. www.homesforgood.org



Homes for Good is seeking a Finance Director to join our team!

Finance Director
Salary - \$107,874.26 - \$144,565.24 annually

WHO WE ARE

Homes for Good Housing Agency is the Public Housing Authority (PHA) for Lane County, Oregon. Our primary work is to help low-income community members with the logistics of affordable housing. At a higher level, we are neighbors united to get every Lane County resident who needs help into a home.

Our programs provide housing and rental assistance to over 5,000 families in Lane County through voucher-based subsidies and Agency-owned public, multi-family and affordable housing communities.

In addition to rental assistance, our team provides resources to program participants and residents including but not limited to general resident support, Permanent Supportive Housing (PSH) programming, Weatherization assistance and HUD's [Family Self-Sufficiency Program](#).

Homes for Good is an equal opportunity employer, committed to Diversity, Equity & Inclusion throughout our organization and within our hiring and promotional practices. We endeavor to hire a workforce that is representative of the communities we serve, with an understanding that a diverse and inclusive staff will strengthen our Agency. All applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity or national origin.

OUR FINANCE TEAM

In addition to the Finance Director, our Finance team consists of six highly skilled full-time equivalent employees (FTE) including a Financial Controller, Real Estate Accounting Administrator, a Senior Accounting Technician and three Accounting Technicians.

WHAT YOU WILL DO FOR OUR TEAM

As a key member of the senior leadership team, the Finance Director supports Homes for Good's mission by overseeing the Agency's accounting and finance functions, including budgeting, planning and financial reporting activities.

DUTIES: *These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

- Assumes full management responsibility for all department services and activities including general ledger maintenance, financial reporting, treasury and cash management functions, financial planning and analysis, budgeting, auditing, and general administration.
- Leads the preparation of the Agency's annual budgets and prepares for approval by the Board of Commissioners.
- Prepares monthly, quarterly and annual financial reports for the Executive Director and program managers, Homes for Good Board, as well as for federal, state and local funding agencies.

- Develops, implements, interprets and enforces accounting policies, procedures and internal controls to ensure the integrity of Agency financial operations and compliance with legal requirements, federal program requirements, GAAP and GASB standards.
- Directs activities of staff engaged in financial and accounting policies, procedures and controls; ensures compliance with Agency-wide accounting and financial reporting activities with policy requirements.
- Manages cash flow and investments in a manner that maximizes the Agency's return.
- Directs and oversees accounting functions, including coordination with other department's preparation of reports and grant administration activities; monitors sub-grants and contracts for fiscal accountability and timeliness.
- Serves as the primary contact for audits by federal, state and local funding agencies, as well as the annual agency-wide audit conducted by a Certified Public Accounting (CPA) firm. Prepares audit specifications and negotiates contract with CPA firm. Responds to any audit findings.
- Analyzes, develops and reviews reports of findings, alternatives and recommendations involving a broad range of revenue, financing, financial planning and financial management issues; makes presentations to Agency leadership and Board of Commissioners on financial status and operations.
- Monitors developments related to financial planning, budgeting, finance and funding matters and evaluates their impact on Agency operations and financial programs; recommends policy and procedural improvements.
- Reviews and approves cash disbursements, including payrolls and related taxes.
- Administers financial aspects of housing development limited partnerships.
- Participates in/on a variety of task forces, meetings and committees; collaborates in the development and implementation of interagency initiatives.
- Selects, evaluates and supervises assigned staff; assigns work and ensures appropriate training is provided; recommends and administers disciplinary action when appropriate; handles sensitive personnel matters; exercises full supervision over direct reports.
- Participates in a variety of committees and ad hoc work groups as required or assigned; participates in organization-wide projects, work groups and events related to Agency operations.
- Performs other duties as assigned.

WHAT WE ARE LOOKING FOR

We recognize that strong candidates come from a wide range of backgrounds and experiences—not all of which follow a traditional career path. If you meet many of the qualifications and believe you would be a good fit for this role, we encourage you to apply.

Please use your cover letter to explain how you will accomplish parts of the job for which you have less experience. If you are unsure whether you meet the qualifications of this position, please feel free to contact us at hr@homesforgood.org.

IDEAL QUALIFICATIONS:

The ideal candidate will have knowledge and experience in the following areas:

- Generally accepted accounting principles (GAAP) and standards for audits of governmental organizations.
- Government accounting standards (GASB).
- Principles and practices of public agency budgeting.
- Principles, practices, laws and regulations governing the investment and management of public funds.
- Principles and techniques of high-quality customer service, relationship management and internal consulting concepts and practices.
- Preparation and analysis of financial statements.
- Automated financial management systems.
- Laws and regulations governing investment of private funds.
- Modern office practices and procedures, including standard computer programs (Excel, Word, Outlook).
- Principles and practices of group dynamics and group decision making.

- Methods and techniques of negotiation, coordination and conflict resolution.
- Research methods and statistical and financial analysis techniques.
- Principles and practices of leadership, training & development, and performance evaluation.

ABILITY TO:

- Plan, organize and direct all functions and responsibilities of the Finance Department.
- Analyze and evaluate the financial requirements of many diverse and complex programs in relation to federal, state and local requirements.
- Direct and evaluate financial programs and make recommendations for improvement.
- Define complex budgeting, financial and financing issues, perform difficult and complex analyses and research, evaluate alternatives and develop sound conclusions and recommendations.
- Prepare clear, concise and comprehensive financial statements, correspondence, reports, studies and other written materials for both technical and non-technical audiences.
- Serve as a key advisor to the Executive Director, Deputy Executive Director and other senior managers, providing strategic advice on a broad range of general management issues.
- Coordinate the design and implementation of automated financial and accounting systems.
- Communicate information clearly, concisely and accurately in writing and verbally, by phone, face-to-face, in public and before public bodies.
- Establish and maintain professional, positive and effective working relationships with those contacted in the course of work.
- Supervise accounting and information services staff.
- Maintain regular and consistent attendance and perform work without direct supervision.
- Handle multiple competing priorities, adapting and pivoting in order to be responsive to dynamic and shifting contexts.

MINIMUM QUALIFICATIONS – EXPERIENCE & TRAINING GUIDELINES:

Minimum qualifications are used as a guide for establishing the minimum experience, education, licensure and/or certifications for someone to be successful in the position. Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

EXPERIENCE:

Five (5) years of progressively responsible experience in accounting and finance in a governmental or non-profit agency; at least four (4) years of progressively responsible supervisory experience supervising accounting professionals; public housing authority (PHA) preferred.

TRAINING:

Graduation from a four-year college or university with major course work in accounting, finance or related field. A master's degree in accounting, finance or related field and/or certification as a public accountant (CPA) is desirable.

SUBSTITUTION:

Any combination of experience and education on a year for year basis up to a maximum of four years of responsible financial and accounting experience may be substituted for the education requirement provided that the knowledge, skills and abilities to perform the work have been demonstrated.

LICENSE OR CERTIFICATE:

The Director occasionally drives Agency vehicles during the course of their duties. Possession of, or ability to obtain, a valid State of Oregon vehicle driver's license, and be insurable at standard rates is required for this position.

WHAT'S IN IT FOR YOU?

COMPENSATION: The pay range for this position \$107,874.26 - \$144,565.24 annually with a generous benefits package which includes paid health, dental and vision insurance for you and your family after one month of employment, along with life insurance and a 12% contribution of your monthly salary into a retirement account after 6 months of employment.

Homes for Good offers a family friendly environment with flexible scheduling options, generous paid time off (PTO) program starting at six weeks per year.

WE'RE THRILLED THAT YOU ARE CONSIDERING APPLYING FOR THIS POSITION!

PLEASE READ THE DETAILS BELOW FOR INSTRUCTIONS ON HOW TO APPLY FOR THE ROLE

APPLICATION PROCEDURE:

[Click here](#) to complete an online application.

Applications will be reviewed for relevant experience, education and training.

The best-qualified applicants may be invited to complete further testing, which may consist of any combination of written, oral, performance exercises and/or skills testing. Responses to supplemental questions are required if applicable.

POSTING DATE: Wednesday July 9, 2025

CLOSING DATE: Open until filled. The first round of application review will begin on July 20, 2025.

Note: This is an equal opportunity employer and complies with State and Federal laws and regulations relating to the 1973 Rehabilitation Act, Section 504, and the 1990 Americans with Disabilities Act (ADA) and the 2009 Americans with Disabilities Act Amendment (ADAA). Homes for Good does not discriminate on the basis of disability status in the admission or access to its federally assisted programs or activities. Entrance Requirements: Homes for Good will establish or revise the entrance requirements of this position in order to provide a reasonable accommodation for a disability if doing so does not impose an undue hardship on the operation of the program. A reasonable accommodation may include, depending on the nature of the job duties, waiving the requirements for a physical examination and/or the requirement to possess or obtain a driver's license. It shall be the policy of Homes for Good to assist and encourage the employment of persons with disabilities who are able and qualified to perform the work for which they have made application. If you require a reasonable accommodation, please contact us at hr@homesforgood.org or at (541) 682-2520, and we can work on making our hiring process more accessible for you.

Disclaimer:

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

This position description is not an employment agreement or contract. Homes for Good has the exclusive right to alter this position description at any time, without notice.