

Housing Authority of the County of Alameda

Human Resources Department



Position:	Housing Specialist	Classification #:	3650
Salary Range:	\$6,396.00 - \$7,675.00 monthly \$76,752.00 - \$92,099.00 annually	Location:	Hayward, California
Job Type:	Regular Full-Time	Department:	Housing Programs or Special Programs Department
Opening Date:	8/26/2026	Closing Date:	9/24/2026 at 11:59 p.m.

ABOUT HACA:

The Housing Authority of the County of Alameda (HACA) offers several programs funded by the U.S. Department of Housing and Urban Development (HUD) to assist low-income families, seniors, people with disabilities, and others in various parts of Alameda County. HACA's goal is to provide affordable housing, rental assistance, and associated services to individuals with low-, very low-, and extremely low-income. This includes elderly individuals and those with documented disabilities, assisting them in achieving as much independence as possible within their means.

HACA is located in the city of Hayward and serves Albany, Dublin, Emeryville, Fremont, Hayward, Newark, Pleasanton, San Leandro, Union City, and several unincorporated communities, including Castro Valley and San Lorenzo.

HACA is an independent governmental entity separate from the County of Alameda and is governed by a 12-member Housing Commission appointed by the Alameda County Board of Supervisors. The Housing Commission comprises one appointee from each city (usually city council members), one representative from the unincorporated area, and two HACA residents.

ABOUT THE POSITION:

To provide a wide variety of technical and administrative work involving leasing and contract functions; provide information and assistance to participants and landlords; administer applicable provisions of Housing Authority policies and procedures and the Administrative Plan.

DISTINGUISHING FEATURES

The Housing Specialist is considered a journey-level position. It is distinguished from the Eligibility Technician in that it requires full knowledge of the eligibility process and all policies and procedures related to leasing and contract functions.

SUPERVISION RECEIVED AND EXERCISED:

The Housing Specialist classification receives direct supervision from either the Programs Manager or Special Programs Manager and guidance from the Leasing Services Leadworker.

ESSENTIAL AND MARGINAL JOB FUNCTIONS

Primary (essential) and less essential (marginal) responsibilities may include, but are not limited to, the following:

Essential Functions:

1. Performs various leasing functions such as conducting briefings and issuing vouchers to applicants and program participants, processing Requests for Tenancy Approvals, reviewing leases and related documents, and preparing Housing Assistance Payment (HAP) Contracts.
2. Conducts rent reasonableness determinations; negotiates rents; performs rent calculations; processes rent increases, adjustments, and reimbursements.
3. Explain housing programs to applicants, program participants, and landlords; conduct meetings to explain housing programs and their requirements and responsibilities; notify tenants of their rights and responsibilities; counsel tenants and landlords; and make referrals to appropriate resources.

4. Processes HAP contract terminations and related program terminations; investigates possible program violations; may monitor repayment agreements or other terms of ongoing program eligibility.
5. May conduct reexaminations to determine continued program eligibility; notify applicants and participants of eligibility status.
6. Maintains and applies knowledge of applicable laws, regulations, Department of Housing and Urban Development (HUD) guidelines, and the Housing Authority's Administrative Plan, including Fair Housing and Limited English Proficiency (LEP).

Marginal Functions:

1. Performs a variety of work related to Housing Authority programs.
2. Maintains various records or systems, including computerized systems; enters and retrieves data; ensures database reliability; scans documents and maintains electronic files; performs other complex technical functions.
3. Attends department and Housing Authority meetings; participates in various mandatory training activities; obtains housing certificates related to the assignment.
4. Coordinates assigned activities with other staff.
5. Performs other duties as assigned.

KNOWLEDGE, SKILLS & ABILITIES**General Knowledge:**

- Methods and practices used in housing assistance and/or social service programs.
- Applicable laws and regulations, including those related to fair housing and local housing codes.
- Policies, technical processes, and procedures related to the Housing Authority.
- Scanning and electronic filing techniques.
- Document and report production methods.
- Principles and procedures of record keeping and reporting.
- Basic mathematical calculations.
- Computer applications related to the work, including word processing, database, and spreadsheet applications.
- Modern office practices, methods, and computer equipment.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for providing high customer service by effectively dealing with the public, vendors, contractors, and Housing Authority staff.

Ability To:

- Interpret, apply, and explain applicable Housing Authority technical processes, policies, and procedures.
- Compose correspondence independently or from brief instructions.
- Understand and carry out oral and written directions.
- Compile and review information; prepare records.
- Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize work, set priorities, and meet critical time deadlines.
- Operate and maintain modern office equipment, including computer equipment and specialized software application programs.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Establish, maintain, and foster positive and effective working relationships with those contacted during work.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that would likely provide the required knowledge and abilities qualifies. A typical way to obtain the knowledge and abilities would be:

1. Equivalent to the completion of twelfth (12th) grade.
2. Five (5) years of responsible experience working with or for assisted housing programs, social services programs, property management, or other housing-related fields.

3. **HOUSING AUTHORITY INTERNAL CANDIDATES ONLY:** Two (2) years in the class of Eligibility Technician or One (1) year in the class of Eligibility Leadworker for the Housing Authority of the County of Alameda

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential job function satisfactorily. The abovementioned requirements represent the required knowledge, skill, and/or ability. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

PHYSICAL DEMANDS:

The physical demands described here represent those that must be met by an employee to perform the essential job functions successfully.

While performing the duties of this job, the employee is frequently required to stand, walk, sit, and be mobile within and outside the workplace, including the ability to drive an automobile. Manual dexterity is required to operate computers and office equipment. Good eyesight is required to read, write, and perform calculations. Good hearing and speech are necessary to communicate with managers, staff, clients, and the general public. Mobility to move about client residences, including climbing stairs, is required. Must be able to handle stressful situations. Regular attendance is required.

DESIRABLE QUALIFICATIONS:

IDEAL CANDIDATE

The ideal candidate will have solid experience and proficiency in:

- Methods and practices used in housing assistance and/or social service programs
- Microsoft Office 365 suite of programs (Excel, Outlook, Teams, and Word)
- Familiarity with scanning and electronic filing techniques
- Interfacing with the general public and diverse populations
- Communicating with ease and providing excellent customer service

SUCCESSFUL CANDIDATE

The successful candidate will have many of the following personal attributes:

- Excellent communication and analytical skills
- Ability to interact with a diverse population
- Creative problem-solver and team player
- Proactive and enthusiastic quality service provider

BENEFITS:

HACA offers a comprehensive and competitive benefits package that provides a wide range of healthcare options to meet the diverse needs of its workforce and their families. We also offer various employee discounts and fitness and health screening programs that focus on overall well-being. These benefits include, but are not limited to:

For your Health & Well-Being:

- Medical – HMO & PPO Plans – HACA contributes a fixed amount toward employee medical insurance under one of several recognized programs.
- Dental – HACA pays the premium for dental insurance for the employee and dependents.
- Vision - HACA pays the premium for a vision plan for employee coverage; employees can pay the premium for dependents.
- Basic Life Insurance - HACA pays the premium for a group life insurance benefit plan.
- Supplemental Life Insurance (with optional dependent coverage for eligible employees)
- Flexible Spending Accounts - Health FSA, Dependent Care, and Commuter.
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Voluntary Benefits - Accident Insurance, Critical Illness, Hospital Indemnity, and Legal Services
- AFLAC Supplemental Insurance

For your Financial Future (Reciprocity ability):

- Retirement Plan - Both the employee and HACA contribute to the Alameda County Retirement Association (ACERA). Employees entering ACERA after 1/1/2013 enter at the Tier 4 benefit level. Tier 4 mandatory employee contributions are 8.96% of the employee's eligible salary. Mandatory employee contributions are made through payroll deduction on a pre-tax basis.
- Deferred Compensation Plan (457 Plan)

For your Work/Life Balance:

- 14 paid holidays
- Floating Holidays
- Vacation and sick leave accrual
- Vacation purchase program
- Catastrophic Sick Leave
- Credit Union - HACA employees are eligible to join a Credit Union.
- Employee Assistance Program

Work Week:

- This position at HACA follows a 9/75 work schedule, which means employees work for nine consecutive days and then have a day off every other Friday. This type of shift system reduces fatigue and burnout among the employees. The schedule for the two weeks is as follows:
 - Week 1, Monday to Friday, and,
 - Week 2, Monday to Thursday.

BACKGROUND CHECK & PRE-EMPLOYMENT PHYSICAL:**Background Check:**

As part of the application process, we may investigate an applicant's employment history and contact their references. If the results of this investigation raise concerns, it may lead to disqualification from consideration for the position. Additionally, we will also take fingerprints for a criminal history review. A past conviction will be carefully considered on a case-by-case basis, considering its relevance to the job in question. While a conviction may result in the termination of eligibility for employment, it will not necessarily disqualify an applicant from consideration. Ultimately, the Personnel Committee or Executive Director will make the final decision.

Pre-Employment Physical:

All newly hired individuals must undergo a pre-employment medical examination, and employment offers are contingent on successfully passing the examination. HACA retains the right to disqualify candidates based on the examination physician's report.

HOW TO APPLY & TENTATIVE SELECTION PLAN:**How to Apply:**

1. Application materials are available on the HACA website at: <https://www.haca.net/employment/job-listings/>
2. Applications must be submitted by **11:59 p.m. on Thursday, September 24th, 2026** unless extended.

Application:

All **FIVE** of the following documents are **REQUIRED**, and the application packet **MUST** be submitted for the applicant to receive full consideration. All applicants **MUST** submit an application packet consisting of:

1. Compelling cover letter explaining interest and qualifications; and,
2. Resume; and,
3. Completed HACA employment application; and,
4. HACA supplemental questionnaire,
5. Three (3) professional references: (Your current supervisor, a previous supervisor, and a colleague)

- Please include the following information for each reference:
 - i. Name
 - ii. Organization
 - iii. Position
 - iv. Email
 - v. Phone number

Applicants may submit their application packet using one of the following methods:

1. Email your application packet to: jobs@haca.net
2. Mail your application packet to: ***(Postmark MUST be before 11:59 p.m. on Thursday, September 24th, 2026)***
HACA / Attn: Mildred Otis, Human Resources Manager
 22941 Atherton Street
 Hayward, CA 94541

Tentative Selection Plan:

Applicants will be informed via email with reasonable notice in advance of any examination process requiring their attendance. The following dates are tentative and subject to change based on the needs of HACA:

Job Posting:	Wednesday, August 26 th , 2026
Deadline for Filing:	11:59 p.m. on Thursday, September 24 th , 2026
Review for Minimum Qualifications:	Week of September 28 th , 2026
Written Examination/Panel Interview (In Person):	Week of October 12 th , 2026
Second Interviews (In Person)	Week of October 26 th , 2026
Selection and Offer:	Week of November 2 nd , 2026
Anticipated Start Date:	Monday, November 23 rd , 2026

HOW TO APPLY & TENTATIVE SELECTION PLAN (CONTINUED):

WE RESERVE THE RIGHT TO MAKE CHANGES TO THE ANNOUNCED RECRUITMENT & SELECTION PLAN

HACA's Human Resource Department will make reasonable efforts in the examination and/or selection process to accommodate qualified individuals with disabilities and/or medical conditions in accordance/compliance with the State Fair Employment and Housing Act (FEHA), Federal Americans with Disabilities Act (ADA) HACA's Reasonable Accommodation Policy and applicable statutes.

To request accommodation due to a disability/medical condition during this or other phases of the examination/selection process, please contact the Human Resources Representative listed on the job announcement before the last filing date. HACA requires applicants to provide supporting documentation to substantiate a request for reasonable accommodation. In order to qualify for reasonable accommodation, applicants must have a disability/medical condition pursuant to the ADA, FEHA, and applicable statutes.

EQUAL EMPLOYMENT OPPORTUNITY:

HACA has a diverse workforce that is representative of the communities we serve and is proud to be an equal-opportunity employer. All aspects of employment are based on merit, competence, performance, and business need. HACA does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors protected under federal, state and local law. HACA celebrates diversity and is committed to creating an inclusive and welcoming workplace environment.

EXAMINATION:

Applications and other required related documents must be filed within the official period advertised for each examination. Applicants are responsible for the truth of all statements made in their applications and other related documents. False

statements are grounds for rejection of an application or discharge from HACA employment in accordance with applicable HACA Personnel Rules.

The examination will consist of the following steps:

1. Screening all applications to identify those applicants who meet the announced minimum qualifications for acceptance into the exam.
2. Review the applications of candidates who meet the minimum qualifications to select those best qualified to continue in the exam process.
3. A job-related in-person interview and an in-person written exercise.

The examination aims to assess the applicant's proficiency and expertise in various areas relevant to the position. These may include but are not limited to, their knowledge of administrative procedures, record-keeping, data entry, communication, customer service, and computer applications such as Microsoft Office. Additionally, the examination will evaluate the applicant's ability to perform tasks and duties such as filing, organizing documents, scheduling appointments, and responding to inquiries. The examination results will help determine the applicant's suitability and readiness for this role.

THE SUPPLEMENTAL QUESTIONNAIRE FOLLOWS ON THE NEXT PAGE

SUPPLEMENTAL QUESTIONNAIRE:

The HACA employment application and supplemental questionnaire can be downloaded from HACA's website at www.haca.net. If you have any questions, please email the HR department at jobs@haca.net. HACA will make reasonable efforts in the examination process to accommodate disabled applicants. If you have special needs, please email the HR department at jobs@haca.net.

HOUSING SPECIALIST SUPPLEMENTAL QUESTIONNAIRE

The purpose of this questionnaire is to provide candidates the opportunity to elaborate on their qualifications and experience in specific job-related areas. Your written questionnaire responses and application will be reviewed and rated. Candidates who meet the minimum requirements and are the best qualified for the position will continue in the exam process.

DIRECTIONS:

- It is critical that you respond to this supplemental questionnaire completely; however, please limit your responses to one page for each question. Indicate your name on each page of your response.
 - PLEASE BE ADVISED THAT although you may possess the minimum requirements for this exam, you are not guaranteed advancement in the selection process.
 - Please return your completed application and supplemental questionnaire immediately, as the exam may close at any time. Applications submitted without a completed supplemental questionnaire will not be considered.
1. Describe your experience providing benefits or services to low-income families within a diverse population.
 2. Give at least two examples of how the Bay Area rental market has impacted rental subsidy programs. Discuss the implications for low-income families.
 3. Housing Specialists approve rent amounts according to program policies. Landlords may question these decisions when a proposed rent is not approved. Explain how you would balance objectivity in applying program rules with the need to retain and satisfy landlords.
 4. Describe your experience working in a team. What were the advantages and challenges of this dynamic? Explain how you addressed each challenge.
 5. Landlords are legally required to participate in the Housing Choice Voucher Program (HCV) if they receive an application from a qualified HCV applicant. Some landlords may not be happy about the change in the law. How would you explain the benefits of participation in the HCV program to a new landlord?