



We are looking for amazing people to join the fight for fair housing! Join HOME as a Housing Specialist - Homeownership!

Housing Opportunities Made Equal of Virginia, Inc. (HOME) is Virginia's premier fair housing and housing counseling organization, offering a variety of programs and services designed to ensure equal access to housing for all Virginians. HOME is a 501(c)(3) nonprofit corporation and a HUD-approved housing counseling agency. HOME enacts its mission to ensure equal housing access for all people through extensive research, housing counseling and education, fair housing advocacy, and housing policy.

HOME is focused on employee engagement and committed to a healthy, diverse inclusive work environment. We offer a competitive benefits package including free healthcare coverage for our employees and a flexible work environment with telecommuting option. HOME is an equal opportunity employer with an accessible workplace.

Job Summary

HOME is hiring a full-time Housing Specialist with our Homeownership team in our Housing Counseling and Education department. The Housing Specialist is expected to employ a variety of skills, methods, and strategies, including individual housing counseling, group education facilitation, financial assistance administration, and community outreach efforts to maximize the benefit to the consumer. The Housing Specialist is responsible for facilitating strong, positive, and collaborative relationships internally as well as with community partners and stakeholders.

The Housing Specialist-Homeownership will support Wells Fargo's Wealth Opportunity Realized Through Homeownership (WORTH) program initiative. HOME has a partnership with Virginia Local Initiatives Support Corporation (LISC). This project initiative will provide pre-purchase counseling services to consumers to identify homeownership goals and action plans to become mortgage ready. This is a grant-funded position starting January 15, 2023, through December 31, 2025, and may be extended based on available grant funding and performance. The position will undertake other duties as assigned.

Duties and responsibilities

The Housing Specialist-Homeownership position responsibilities include:

1. **Planning:** Actively participates in strategic planning of the organization and the development of departmental work plans.
2. **Performance Planning:** Actively participate in his or her own performance goals and helps to identify goals as well as areas of development. Actively participates in cross-training programs. Takes responsibility for enhancing skills relative to the job.
3. **Program Development:** Participates in the development and implementation of new programs and services launched by HOME.

4. **Provide Housing Counseling services to consumers:** Provide comprehensive housing education and counseling services. Provide one on one individual sessions with clients. Collect appropriate and comprehensive intake information to identify clients and their housing and/or financial needs. Complete a comprehensive assessment of the client's current situation.
5. **Administer Financial Assistance:** Screen and interview clients for eligibility for HOME's financial assistance programs per required program regulations and procedures.
6. **Coordination of loan closings:** Coordinate all activities necessary to ensure timely loan closings for approved clients. Prepare files for processing after committee approval. Prepare project set-up forms as required by program funders.
7. **Education and outreach:** Build collaborative relationships and provide comprehensive housing education and training to the community. Conducts a variety of group education services, utilizing organization protocols designed to increase the financial literacy of consumers including homebuyer education; credit and money management; and rental education sessions for renting families.
8. **Data management & record keeping:** Responsible for keeping complete, accurate, and detailed records of all counseling and other activities as required. The counselor is to be intricately involved in the development and tracking of measurable outcomes on service delivery.
9. **Facilitates effective program operations and communication:** Effectively plans and implements matrix program functions. Coordinates services and organizational activities across program lines.
10. **Customer Service:** Uphold and practice agency universal standards on delivery of services and is respectful to customers and maintain the dignity of all persons. Maintaining a professional demeanor and decorum at all times.

Qualifications and competencies

A bachelor's degree and three or more years of experience providing direct case management and counseling experience are preferred. Experience in pre-purchasing counseling and a HUD Housing Counseling certification is a plus.

- The ideal candidate must have demonstrated skills in the basic areas of counseling and case management and the ability to apply those skills in work with a variety of people including the ability to effectively facilitate group sessions on a variety of housing topics, demonstrate the skill and ability to effectively make necessary linkages and referrals to other community resources on behalf of clients.
- The housing specialist must demonstrate the knowledge of and the ability to effectively utilize a variety of computer software programs, particularly, those programs that are a part of the day-to-day functions of the position.
- Proficiency in Microsoft Office Products, particularly Word and Excel, is required. The ability to apply other software applications is a plus. The incumbent must demonstrate the ability to work with diverse populations and form appropriate professional relationships with both clients and co-workers.
- A bilingual professional is preferred. Excellent oral and written presentation skills in both English and Spanish or other native languages are a PLUS.

In addition, all employees of HOME are expected to meet these general qualifications:

- Strong commitment to social justice
- Excellent oral and written communication skills
- The ability to communicate complex issues, data, and concepts clearly
- The ability to function effectively within and/or high-performance, cross-divisional work teams
- The ability to coordinate key program activities across programs
- Willingness to participate in fund development activities and effectively manage key constituent relationships and provide the necessary client data and information to HOME
- The ability to maintain a high degree of professionalism, confidentiality, and substantial contact with the public

To Apply

Interested candidates should submit a cover letter and resume to jobs@homeofva.org and include Housing Specialist - Homeownership in the subject line. HOME is an equal-opportunity employer with an accessible workplace. HOME of VA requires all employees to be fully vaccinated against the COVID-19 virus. Candidates must present acceptable proof of vaccination by the date of hire as a condition of employment.

HOME is an equal opportunity employer with an accessible workplace and does not discriminate based on race, color, sex, age, religion, creed, disability, national origin, gender identity, political or union affiliation, marital status, sexual orientation, veteran status, source of income or other non-bona-fide job requirements.

Job Posting will close Monday, February 6, 2023, at 5:00 pm. Hiring Salary Range: \$45,000 - \$50,000 (Salary will commensurate with experience).