Maryland
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

Position Profile

Maryland Department of Housing and Community Development (DHCD)

Chief Financial Officer (CFO)

PRESENTED BY: BroadView TALENT PARTNERS

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The Organization

Who We Are

The Maryland Department of Housing and Community Development (DHCD) is made up of dedicated employees passionate about serving the people and communities across Maryland. From loan underwriters and community planners to economic developers, asset managers, housing finance professionals, bond specialists, and executives, every member of the DHCD team can see the impact of what they do in communities across the state.

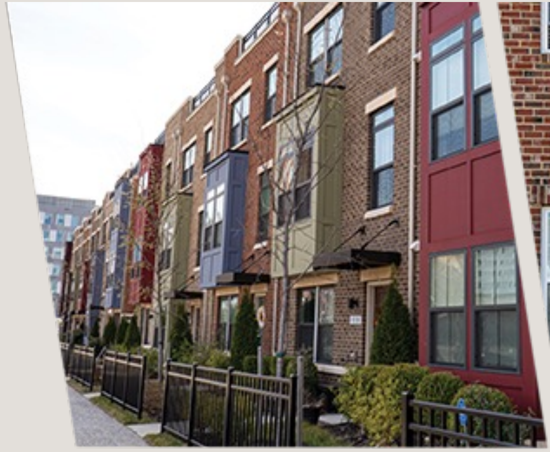
Vision

All Marylanders will have the opportunity to live and prosper in affordable, lovable and just communities.

The Maryland Department of Housing and Community Development (DHCD) adheres to the statewide Equal Employment Opportunity (EEO) policy . As a unit of Maryland State government, DHCD prohibits discrimination against employees or applicants in any personnel action based on age, race, color, creed, sex (including gender identity and expression, pregnancy, and sexual orientation), national origin, ancestry, religion, physical or mental disability, marital status, genetic information, or political affiliation. [1, 2, 3]

What We Do

DHCD serves as the lead place-making entity and Housing Finance Agency for the State of Maryland. By partnering with local governments, nonprofits, developers, businesses and other private-sector stakeholders, the Department invests in community-led placemaking, housing and small business development, and infrastructure and broadband deployment to elevate Maryland's communities into the thriving, revenue-generating centers we know they can and should be.



Mission: The Maryland Department of Housing and Community Development transforms communities into places people want to call home. Through investments in community-led placemaking, housing and small business development, infrastructure and broadband deployment, we partner with local government, nonprofits, and private sector stakeholders to make great places.

Impact Highlights

Oversees more than **$6 billion** in bond, mortgage, and investment portfolios supporting housing and community development initiatives throughout Maryland.

Provides financing and investment programs supporting affordable housing, business development, neighborhood revitalization, homelessness solutions, and broadband access statewide.

Supports communities through a broad portfolio of housing bonds, mortgage-backed securities, tax credit equity investments, federal funding, and state grant and financing programs.

Maintains access to capital through strong relationships with investors, financial institutions, and credit rating agencies while preserving long-term financial stability.

Leads strategic initiatives designed to ensure Maryland's housing and community development resources remain financially sustainable through 2030 and beyond.

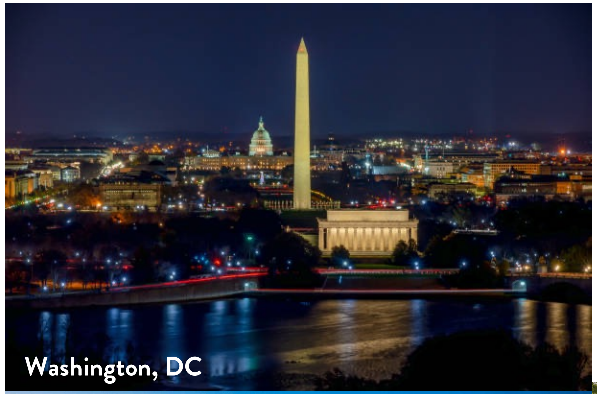
About Lanham, Maryland

Located in Prince George's County just outside Washington, D.C., Lanham offers the unique opportunity to live and work at the intersection of government, public policy, finance, and community impact. Residents enjoy convenient access to the nation's capital, Baltimore, and the broader Mid-Atlantic region while benefiting from a lower cost of living than many major metropolitan areas. The area is known for its cultural diversity, strong transportation infrastructure, highly educated workforce, and proximity to major employers across the public, nonprofit, financial services, and healthcare sectors.

For professionals passionate about housing, economic development, and public service, Lanham provides an exceptional platform to influence statewide initiatives while engaging with leaders from government agencies, financial institutions, developers, investors, and community organizations. The region offers a rich quality of life, with access to world-class museums, performing arts, professional sports, parks, restaurants, and higher education institutions. Whether seeking urban amenities, suburban neighborhoods, or outdoor recreation, the Washington-Baltimore corridor offers a dynamic, connected environment for personal and professional growth.

The office is located in Transit Oriented Development accessible by Amtrak, MARC, and WMATA Metro.

Baltimore



Washington, DC

The Candidate Profile

Position Description

Title: Chief Financial Officer (CFO)

Organization: Maryland Department of Housing and Community Development (DHCD)

Reports to: Secretary, Department of Housing and Community Development

Direct Reports: Director of Finance, Deputy Director CDA Finance (Total headcount of 65+)

Employee Count: 500

Location: Lanham, Maryland

Website: dhcd.maryland.gov

Position Summary

The Chief Financial Officer serves as the senior financial leader for the Maryland Department of Housing and Community Development, overseeing all financial operations supporting the Department's multi-billion-dollar housing, community development, business lending, broadband, and neighborhood revitalization programs. Reporting directly to the Secretary, the CFO leads financial strategy, portfolio management, capital planning, compliance, forecasting, and risk management efforts that ensure the Department's long-term financial stability and mission success.

The CFO oversees more than $6 billion in bond, mortgage, and investment portfolios while providing strategic financial guidance to executive leadership, supporting bond financing activities, maintaining strong credit ratings, and ensuring compliance with federal and state requirements. This executive plays a critical role in securing the capital and financial resources necessary to support Maryland communities. The CFO is accountable for all budgeting and accounting functions for the Agency.

Required Knowledge, Skills & Abilities ("Must-Haves")

Housing Finance, Public Finance & Capital Markets Leadership
Brings significant experience in housing finance, public finance, bond programs, capital markets, structured finance, or related financial environments. Demonstrates a strong understanding of affordable housing finance, municipal finance, debt issuance, portfolio management, and the strategic use of capital to advance organizational goals; 10+ years of progressive financial leadership experience, including budget oversight for large public-sector or complex organizations, GAAP/GASB financial reporting, and audit coordination.

Strategic Financial Leadership & Enterprise Perspective
A strategic and forward-thinking financial executive who can balance operational excellence with long-term planning. Demonstrates the ability to assess financial performance, evaluate risk, support policy and programmatic priorities, and serve as a trusted advisor to executive leadership.

Executive Presence, Communication & Financial Storytelling
An exceptional communicator who can translate complex financial concepts into clear, actionable information for executive leadership, board members, policymakers, rating agencies, and non-financial stakeholders. Able to build confidence, influence decisions, and drive alignment across the organization.

Organizational Leadership, Change Management & Team Development
A proven leader who can assess organizational capabilities, develop talent, address performance issues, lead through change, and strengthen finance operations. Demonstrates the ability to build high-performing teams while fostering accountability, collaboration, and continuous improvement.

Collaborative Relationship Builder & Cross-Functional Leader
Demonstrates the ability to work effectively across complex organizations, build trust among diverse stakeholders, and break down organizational silos. Skilled at partnering across finance, operations, housing programs, policy teams, and external constituencies to advance enterprise-wide goals.

Decisive, Adaptive & Results-Oriented Leadership
A confident leader who is comfortable operating in complex and evolving environments. Demonstrates sound judgment, makes informed decisions with imperfect information, and effectively balances competing priorities while driving execution and results.

GAAP. Accounting Controls, Federal Compliance & Systems
Ability to ensure accurate reporting in accordance with GAAP. Ability to design controls and workflows to prevent fraud and unauthorized transactions; Annual Single Audit (for entities that expend $1 million or more in federal awards annually), and CMIA (Cash Management Improvement Act). Experience with Federal Audits /Reviews for HUD, Treasury and/or other Federal Agencies; knowledge of Federal payment and reporting systems.

Other Desired Skills & Abilities

- Experience with affordable housing finance programs
- Knowledge of servicing and asset management systems, such as NLS or ProLink, is highly desired
- Familiarity with community development finance and public sector lending
- Experience managing federal funding programs
- Technology modernization and financial systems implementation experience
- Enterprise risk management expertise
- Experience leading organizational change and operational improvement initiatives
- Knowledge of workforce planning and succession planning

Essential Duties & Responsibilities

Financial Strategy & Planning

- Lead short- and long-term financial planning, forecasting, and strategic analysis
- Lead DHCD's 2030 Strategic Finance Planning Initiative
- Develop and oversee financial plans, policies, and personnel cost allocation strategies

Portfolio & Asset Management

- Oversee $6B+ bond, mortgage, and investment portfolios
- Review portfolio performance, underwriting results, and federal loan programs
- Support asset management and loan recovery efforts

Capital & Debt Management

- Support bond issuances and capital market activities
- Oversee funding strategies across multiple financing sources
- Maintain strong relationships with rating agencies and financial partners

Executive Leadership

- Serve as a trusted advisor to the Secretary and executive leadership team
- Provide strategic recommendations regarding financial performance, risks, and opportunities
- Lead and mentor finance staff

continued >

Essential Duties & Responsibilities *continued*

Compliance & Reporting

- Ensure regulatory compliance and financial transparency
- Oversee audited financial statements and investor reporting
- Strengthen financial controls and address audit findings

Operations & Efficiency

- Improve financial and budgeting systems, reporting tools, and organizational processes
- Partner with IT to enhance operational efficiency and data-driven decision making

Measures of First Year Success

Establish Financial Visibility, Forecasting & Decision Support

Develop a clear understanding of the agency's financial position, strengthen forecasting capabilities, and provide executive leadership with timely, actionable financial information that supports strategic decision-making.

Assess and Strengthen the Finance Function

Evaluate organizational structure, staffing, systems, processes, and operational effectiveness across the finance organization. Develop and begin implementing a roadmap to strengthen performance, accountability, and long-term sustainability.

Build Enterprise-Wide Relationships & Improve Cross-Functional Collaboration

Establish credibility and trust among CDA, DFA, program divisions, executive leadership, and external stakeholders, and improve communication, coordination, and alignment across the organization.

Advance Strategic Financial Priorities & Housing Finance Initiatives

Develop a comprehensive understanding of DHCD's housing finance programs, capital structure, portfolio performance, and revenue model while identifying opportunities to strengthen capital deployment, portfolio management, operational efficiency, and long-term financial sustainability.

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Education Requirements

Bachelor's degree in Finance, Accounting, Economics, Business Administration, Public Administration, or related field required

Advanced degree (MBA, MPA, or related field) preferred

CPA, CFA, or other relevant professional designation preferred

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Compensation and Benefits

DHCD offers a competitive base salary of $190,00 - $210,000 (subject to negotiation) as well as excellent benefits and perks including but not limited to:

- Comprehensive health benefits including medical insurance, Rx drug coverage, dental and vision, and health and wellness incentives
- Attractive retirement benefits including defined benefit pension plan, 401(k), 403(b), and Roth and transitional contribution options
- PTO including annual, personal, and sick leave
- 11 paid holidays and additional days accorded in state election years
- Paid Family Medical Leave and Bereavement Leave
- Hybrid work environment

Client Search Committee & BroadView Talent Engagement Team

Search Committee

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Deputy Secretary

Garret King
Chief Operating Officer

Haley Lemieux
Chief of Staff

Gregory Hare
CDA Assistant Secretary

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How to Apply:

Interested and Qualified candidates should contact Tracy McMillan at tracymac@broadviewtalent.com

BroadView
TALENT PARTNERS

Contact

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About BroadView Talent Partners

Executives in affordable housing, nonprofit, and middle market organizations retain BroadView Talent Partners to fill senior leadership team positions because they value our specialized knowledge and proven process for identifying executive talent using our unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.