*Rural Community Assistance Corporation*

 **Job Description**

 ***Rural Development Specialist***

**Classification:** *Grade E* **Department:** *Housing/Development Solutions*

**Status:** *Exempt* **Supervisor:** *Development Solutions Capacity Building Program Manager*

**Organization**

Founded in 1978, RCAC is a 501(c)(3) nonprofit that provides training, technical and financial resources and advocacy so low-income rural communities can achieve their goals and visions. Our dedicated staff and active board work to make our vision of vibrant, healthy and enduring rural communities a reality across the West.

**Housing Department**

The housing department provides training and technical support to local organizations working in a variety of housing programs. The Development Solutions program works with organizations that develop and manage multifamily rental housing. The Homeownership Solutions program backs a network of approximately 50 self-help housing agencies, and the Housing Counseling program is a HUD intermediary for approximately 17 groups.

**Position Description:**

The Rural Development Specialist (RDS) will primarily work with other nonprofit housing organizations and other entities, such as local and Tribal governments, to create or improve housing development skills: assess market needs, facilitate program/project planning, identify operating, and project development resources, and assist with program and project management.

Candidates will use their on-the-ground, hands-on project development experience to teach local organizations how to develop affordable housing projects.

**Specific job goals, objectives and tasks are established for each employee as part of the annual evaluation process.** **Duties and responsibilities include but are not limited to:**

* Work with local partners to identify organizational and programmatic strengths and weaknesses and conduct compliance reviews
* Develop detailed work plans and follow-up to ensure work is completed
* Deliver direct technical assistance and services to local partners, and coordinate with other RCAC staff as needed
* Maintain good communications with funding agencies and secure necessary concurrence for work
* Deliver technical training directly to local partners, and at various conferences, institutes, and workshops and via webinars
* Participate in rural development networks and associations
* Remain current on applicable government regulations and policies; comment on the impact of proposed regulations and policies
* Prepare written reports, document activities, answer inquiries and assignments within short time frames

**Skills and Qualifications**

* Knowledge of government affordable housing programs and regulations
* Project management and affordable housing finance experience
* Experience and knowledge of affordable housing development in at least one of these areas:
	+ Affordable rental housing
	+ Affordable homeownership/subdivision development
	+ Mobile home park acquisition and rehabilitation for low-income households
	+ Native Affordable Housing Programs/Projects
* Ability to manage meetings and deliver trainings
* Proficiency with personal computers, including cloud computing and Microsoft Office
* High level of customer service skills and a dedication to rural communities
* Ability to work independently and effectively prioritize multiple tasks
* Ability to organize and prioritize work to meet deadlines and deliverables
* Effective listening and communication skills, both verbally and in writing
* Cultural awareness

**Preferred Education and Experience:**

A combination of experience and education is required to qualify for the position. A typical qualifying combination would be:

Experience:

Four years of experience working in one or more of the following:

* Single-family new construction, including subdivision development
* Affordable housing development or financing
* HOME, CDBG, Low-income housing tax credits or other Federal funding programs
* Tribal housing, including Federal programs
* Manufactured home communities (mobile home parks)

Education:

Associate Degree and/or Bachelor’s degree (additional qualifying experience may be substituted for the required education). Bilingual English/Spanish is a plus.

**Physical Job Requirements:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable persons with disabilities to perform the essential functions.

Work performed in an office requires ability to operate computers and various pieces of office equipment, including telephone. Use may be moderate (average 2 hours per day) to heavy (4 or more hours per day).

While performing the duties of this position, the employee is frequently required to stand and/or sit for prolonged periods of time; walk; talk; hear; use hand to manipulate; handle; feel or operate objects, tools or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch or crawl. The employee may occasionally lift and or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

This position also requires moderate (up to three days per month) to heavy (up to 10 days per month) automobile and airline travel, including overnight travel.

**Special Requirements:**

Possession of a valid drivers' license and proof of insurance that meets the minimum requirements of RCAC corporate liability policy will be required when traveling for business purposes.

Office or personal residence must be within one hour’s drive of any major airport within RCAC’s 13-state service area.

*RCAC is an equal opportunity employer and considers all employees and job applicants without regard to race, religion, color, gender, sex, age, national origin, disability, veteran status, sexual orientation, gender identity or marital status, or any other status protected by law. RCAC strives to reflect the diverse constituencies that the organization serves.*