



National Director of Housing First (Senior Executive Officer)

The Housing Agency is a government body working with the Department of Housing, Local Government and Heritage, Local Authorities and Approved Housing Bodies (AHBs) in the delivery of housing and housing services.

The Agency's vision is to deliver homes to people in need. It does this by providing evidence-based housing insights and data that inform thinking and policy making; by working with others to enable the delivery of housing solutions and implement programmes and actions in Government housing policy; and by equipping itself and its stakeholders with the capacity required to respond quickly and effectively to challenges in the housing system.

The Agency's work to deliver sustainable and affordable housing for all is framed under three broad themes which are supported by a continuous focus on Organisational excellence.

- Being a centre for housing knowledge;
- Addressing Housing Supply and Affordability
- Supporting the Creation of Sustainable and Inclusive Communities.

We provide a broad range of services including:

- Assisting local authorities with all aspects of their housing function
- Supporting affordable housing initiatives including cost rental and affordable purchase schemes
- Housing acquisitions and property sourcing for social housing
- Managing the Croí Cónaithe Fund
- Technical advice and supports to local authorities and AHBs regarding capital construction and refurbishment projects and procurement
- Financial appraisals of AHB funding applications
- Co-ordination of the Housing First initiative
- Mortgage to Rent
- Research, financial analysis and policy advice
- Pyrite Remediation and the Defective Concrete Block Schemes
- Land development and management
- Loan Underwriting
- Housing practitioner training and information
- National Housing Strategy for Disabled People/ Addressing Social Inclusion

Further information on The Housing Agency is available at www.housingagency.ie.

The Housing Agency is seeking applications for the post of Director of Housing First (Senior Executive Officer) vacancy on a permanent basis. This post is based in our offices in Dublin 2. The Housing Agency operate a Blended Working Policy

Housing First is a housing-led approach that enables people with a history of rough sleeping or long-term use of emergency accommodation, and with complex needs, to obtain permanent secure accommodation with the provision of intensive supports to help them to maintain their tenancies. The implementation of the programme is a joint initiative of the Department of Housing, Local Government and Heritage, the Department of Health, the HSE and Local Authorities, in conjunction with NGO partners. There are currently over 1,000 Housing First tenancies, with plans to achieve an average of 240 tenancies per annum under the current implementation plan which runs to the end of 2026 with the Programme for Government indicating a commitment to a further 2,000 tenancies.

The Housing First National Office was established to be a cross government integrated resource that supports the sector to work together to meet the needs of those entrenched in rough sleeping or are long term in emergency accommodation. It is overseen by a National Implementation Oversight Group, which is chaired by both the Department of Housing, Local Government and Heritage and the Department of Health and comprises of representatives from the Department of Justice, CCMA and HSE National Social Inclusion Office to support the programme as it has expanded to become an important integrated solution to complex homelessness. The National Director of Housing First will play a leading role in coordinating this response and work across all areas of Government to deliver effective solutions and programme development.

The National Director will report to the Director for Services and Inclusion as currently delegated by the CEO of The Housing Agency. The National Director will support the work of the National Implementation Oversight Group and provide strategic leadership to the Housing First Community. There will be the requirement for travel nationally to support the programme in all 31 Local Authorities.

As a staff member, the holder of the post will be expected to actively contribute to and participate in the overall development of The Housing Agency and to promote its policies at all times and to adhere to The Housing Agency values:

<https://www.housingagency.ie/publications/strategy-annual-report>

Values



The values of the Housing Agency set the standard for the way we work with our colleagues and our stakeholders. In this strategic period, we will continue to embed our values throughout the organisation to guide and inform everything we do.

We will place a particular focus on internal and external collaboration. We have placed people at the centre of everything we do to highlight the importance of our staff, our stakeholders, and the people we are working to support with housing needs.

Main Duties

The National Director of Housing First will be responsible for:

- co-ordinating and driving a national, cross-Government approach to Housing First;
- overseeing delivery of quality services;
- supporting regional and local delivery of the Housing First programme;
- overseeing and reviewing performance on the achievement of the Housing First targets;
- management of the Housing First team as appropriate;
- support the procurement process when required for Homelessness Regions to ensure effective supports for tenants are in place;
- support and manage a repairs cost validation process to support the sector in terms of operating costs;
- provide support to regions on complex case management and solutions;
- develop Housing First training programmes for front line teams and Peer Specialists;
- engage appropriate research into Housing First to support evidence-based practice to evolve the programme;
- provide seminar and conference input to highlight the Housing First programme and promote practical solutions;
- oversee an annual Housing First conference aimed at front line teams in the support of their roles;
- Contribute to budget planning;
- Contribute to and implement organisational policies and procedures; and
- Undertake any other specific functions as may be required from time to time.

In order to deliver on these responsibilities, the National Director will be required to:

1. Develop a National, Cross-Government Approach to Housing First

- Work with Government Departments, State agencies, HSE, local authorities, Approved Housing Bodies, NGOs and other stakeholders to deliver on the targets set out in the National Implementation Plan for Housing First.
- Collaborate and negotiate with national and local stakeholders to ensure that an appropriate supply of housing, together with wraparound supports, are in place to implement the Plan.
- Ensure that the Housing First programme is closely integrated with other strategies and measures to tackle homelessness and to increase housing supply.
- Report on the Housing First programme to the National Homeless Action Committee established under the Housing for All action plan.

2. Support Delivery

- Assist local authorities and service delivery partners to develop and deliver an appropriate Housing First response in areas where there is a demonstrated need.
- Support tendering processes for the Housing First programme and provide support as required in all regions of the country.
- Assist all regions in ensuring that outreach and street services for rough sleepers are consistent with delivering Housing First outcomes. The administration of homeless

services is organised across nine administrative regions, with one local authority in each of the regions, “the lead authority”, having overall responsibility.

- Engage with prison and probation services to identify tenants and support reduced reoffending associated with Housing First.
- Support the person centred and recovery approach on which Housing First is based.
- Put resources in place to support those involved in delivery, including training, guidelines and online resources.

3. Stakeholder Engagement and Communications

- Nurture and maintain strong working relationships with all stakeholders directly and through the Housing First National Implementation Oversight Group.
- Act as media spokesperson and be the public face of the national Housing First programme.
- Implement a data and research strategy that ensures the production of verifiable and reliable data.
- Produce regular reports on progress with delivery of commitments and targets under the national Housing First programme.
- Develop links with other Housing First programmes internationally in order to learn from best practice.
- Provide briefing material for the Department of Housing, Local Government and Heritage, and Department of Health, as required.

QUALIFICATIONS AND EXPERIENCE

The successful candidate should have a recognised third level qualification (to at least level 7 of the National Qualifications Framework) or a minimum of five years’ experience in a supervisory position in a relevant discipline. A relevant discipline would include Housing Policy and Legislation with a particular focus on Homelessness, a background in social science, or housing experience with a local authority, statutory agency, Approved Housing Body or Non-Governmental Organisation. In addition, the successful candidate will be required to have good ICT skills to at least an intermediate level and a high standard of communication skills, both written and oral.

Competencies

- **Management and Delivery of Results** - successfully manages a range of different projects and work activities at the same time. The ability to proactively identify areas for improvement and to develop practical solutions for their implementation. Strong experience of working across multiple stakeholders to deliver positive outcomes.
- **Analysis and Decision Making** – gathers and analyses information from relevant sources in order to weigh up the relevant issues to assist in making informed decisions.
- **Team Leadership** – leads a team by example and supporting individual team members as required. Using influence and engagement to lead the development of Housing First nationally.

- **Interpersonal and Communication Skills** – builds and maintains relationships with key stakeholders, working within diverse teams, good engagement and negotiation skills, good media skills, preparing and presenting reports to and dealing effectively with key stakeholders. Effective verbal communication skills, delivering complex information clearly, concisely and confidently. Excellent written communication skills including strong report writing and presentation skills.
- **Specialist Knowledge**
 - Proven track record of delivering successful responses in homelessness, housing or a related area.
 - Thorough knowledge of housing policy and particularly Housing First.
 - Knowledge of health supports and principles of housing first.
 - Knowledge of the public service and the workings of local and national Government.

Salary Scale – Senior Executive Officer LA Scales

€80,967 – €81,689 – €84,866 – €88,063 – €91,266 – €94,435 – €97,624

LSI1 €101,240

LSI2 €107,004

New entrants will be appointed on the first point of the scale in line with government policy. Different terms and conditions may apply if immediately before appointment you are a currently serving civil/public servant.

Duration

This is a permanent role and is subject to the successful completion of a 12-month probation period.

Eligibility to compete:

Candidates should note that eligibility to compete is open to citizens of the European Economic Area (EEA). The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreements may also apply. To qualify candidates must be citizens of the EEA by the date of any job offer. Eligible candidates must be:

- a. A citizen of the European Economic Area. The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- b. A citizen of the United Kingdom (UK); or
- c. A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- d. A non-EEA citizen who is a spouse or child of an EEA or Swiss citizen and has a stamp 4 visa; or

- e. A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa; or
- f. A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or Switzerland and has a stamp 4 visa.

Closing date for Receipt of Applications – Friday 25th of September 2025 at 12.00 noon

Application Procedure

How to apply:

Applicants are expected to submit a Curriculum Vitae and a Personal Statement of how their experience aligns to the role profile (no more than two pages). Applicants who do not address the application requirements above will not be considered at the short list stage.

Applications should be typed and submitted via email in PDF format to recruitment@housingagency.ie

- Applicants will be short-listed based on the information supplied
- Incomplete applications will not be considered for shortlisting
- Applications will not be accepted under any circumstances after the closing date and time
- Canvassing by or on behalf of the applicant will automatically disqualify.

Should the person recommended for appointment decline or having accepted the position relinquish it or if any additional vacancy arises, the Agency may, at its discretion, select and recommend another person for appointment on the results of the selection process.

