

REASON FOR THIS POSITION		
1. NEW	2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER	3. REPLACES PD NUMBER

**POSITION DESCRIPTION
COVER SHEET**

RECOMMENDED			5. PAY PLAN GS	6. SERIES 1101	7. GRADE 12
10. TITLE Public Housing Revitalization Specialist (Generalist)				8. INCUMBENT (OPTIONAL)	
11. INCUMBENT TITLE (Optional)					

OFFICIAL						
10. TITLE Public Housing Revitalization Specialist - (Generalist)						
11. PP GS	12. SERIES 1101	13. FUNC	14. GRADE 12	15. DATE 7/17/97	16. I/A <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	17. CLASSIFIER CRP

18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)	
1st Assistant Secretary for Public & Indian Housing	6th Program Center
General Deputy Assistant Secretary for Public & Indian Housing	8th
2nd Director, Field Operations Staff	7th
4th Field Office	8th

SUPERVISOR'S CERTIFICATION			
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the information is necessary to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.			
19. SUPERVISOR'S SIGNATURE	20. DATE	22. SECOND LEVEL SUPERVISOR'S SIGNATURE <i>Cheryl Teninga</i>	23. DATE 7-17-97
21. SUPERVISOR'S NAME AND TITLE Director, Field Office		24. SECOND SUPERVISOR'S NAME AND TITLE Cheryl Teninga, Director, Field Operations Staff	

FACTOR EVALUATION SYSTEM					
FACTOR	25. FLD/BMK	26. POINTS	FACTOR	25. FLD/BMK	26. POINTS
1. Knowledge Required			6. Personal Contacts		
2. Supervisory Controls			7. Purpose of Contacts		
3. Guidelines			8. Physical Demands		
4. Complexity			9. Work Environment		
5. Scope and Effect			TOTAL POINTS		
					GRADE 12

CLASSIFICATION CERTIFICATION	
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.	
29. SIGNATURE <i>Charlene Paige</i>	30. DATE 7/17/97
31. NAME AND TITLE Personnel Management Specialist CLC-7951	
33. OPM CERTIFICATION NUMBER	

MAXIMUM Grade GS-12
OPM Deep HAKK, GS-1101, 9/93
OPM GEG for Comp. WK. JAN 91. PSA=E BUS=UCS
000006

**Public Housing Revitalization Specialist
(Generalist)
OFFICE OF PUBLIC HOUSING
GS-1101-12**

INTRODUCTION

The incumbent is located in the HUB Field Office directly reporting to the Director, Office of Public Housing or subordinate supervisor as assigned. The incumbent supports the day to day operations of the office with technical assistance and advice and performs work assignments which may involve the interpretation of policies and procedures relating to PIH programs. The incumbent serves as an internal consultant within the field office and to the Program Centers or Management Centers on technical problems involving PIH activities and projects. The incumbent must handle a wide variety of matters within the scope of the Office's responsibilities.

DUTIES AND RESPONSIBILITIES

1. The incumbent provides performance oversight, compliance assurance and technical assistance for Public Housing Agencies under the jurisdiction of the HUB Office and/or Program Center for the Department's public and assisted housing programs:

- Section 8 Housing Voucher, Certificate and Moderate Rehabilitation Programs.
- Capital Fund Programs [HOPE6, Modernization, Development, etc.]
- Management Assessment Programs [i.e., PHMAP, SEMAP].
- Operating Fund Programs, Resident Self Sufficiency and Economic Independence

Programs;

2. Leads and/or participates in on-site reviews, audits and surveys of PHA operations to determine compliance with contractual and regulatory obligations and/or to evaluate PHA management performance via PHMAP/SEMAP or a revised management assessment instrument. Team members will include peers from the HUB Field Office, staff from the Program Centers and relevant Management Centers. Assists the team in developing and carrying out recommendations when the housing authority management and local leaders are unable to improve performance and living conditions. Takes action to either correct compliance violations by developing tailored training packages, information dissemination, etc., or recommending that potentially severe compliance issues be referred to the Inspector General;

3. Assesses (on a continual basis) the performance of the PHAs in meeting public and assisted housing goals, using available information for both the Low Rent Public Housing and Section 8 programs. Identifies performance trends which indicate a particular problem area and develops strategies for responding to these trends. Works with other PHRSs to identify trends and develop strategies for dealing with these broad trends;

4. Provides technical assistance on complex issues to staff in Program Centers and to housing authorities by responding to questions, identifying technical assistance needs, and developing tailored packages to address those needs using strategies such as peer assistance and local networking;

5. Analyzes PHMAP/SEMAP or a revised management assessment instrument scores/data, results of the physical inspections, audit findings and results of a customer service survey to identify trends, and develop strategies and unique plans to address extremely complex problems and issues;

6. Monitors the implementation and compliance with relevant PHA policies and procedures;

7. Utilizes available computer equipment and data systems to maintain current PHA data, track PHA performance trends and compliance issues, and generate appropriate work products;

8. Responds to questions/issues raised by staff in Program Centers, Management Centers, residents of housing authorities, applicants, and outside parties;

9. Coordinates activities with all Program Center, Management Center and Headquarters staff as is deemed necessary;

10. Provides technical assistance and offers advice to Program Center staff, Management Center staff, or PHAs regarding the overall management and operations of HUD programs;

11. Reviews progress of Near Troubled PHAs or PHAs with Improvement Plans to ensure that targets are being met and to recommend corrective actions in those cases where performance shortfalls exist.

12. Reviews Risk Analysis assessments with pertinent staff to assure a performance oriented approach to the correction of PHA problems.

13. Assists HUB Field Office, Program Centers and Management Centers in achievement of Management Plan goals as they pertain to HUD programmatic and operational issues. Assesses Headquarters' provided reports, provides input for management plan reports and assists in the processing of waivers when required.

14. Assists in the identification, collection and dissemination of "Best Practices." Prepares analytical papers on programs assessing effectiveness and suggesting new policies and policy changes having local and/or national impact.

15. Initiates, convenes, and chairs meetings, workshops, seminars, and conferences, if necessary.

Factor 1, Knowledge Required by the Position

A comprehensive knowledge of and skill in applying the rules, regulations and statutes and other controlling documents pertaining to all programs administered by PHA's in order to propose appropriate solutions to complex problems with cross-cutting implications to other assisted housing programs is necessary. A comprehensive knowledge and skill in analytical and evaluative methods in order to enhance the effectiveness of PHA operations.

These knowledge requirements will assist the specialist in negotiating and conferring with groups to resolve controversial or complex issues.

Factor 2, Supervisory Controls

The supervisor or as identified through the Assessment Center sets the overall work objectives. The incumbent is independently responsible for planning and carrying out assignments by determining, after identifying problems areas, what additional analysis of PHA performance data, and through coordination with other HUB Field Office staff, Program Center or Management Center staff on PHA-specific issues/problems. The work projects may be submitted to the supervisor for review after the fact. Completed work is reviewed for effectiveness in accomplishing program objectives.

Factor 3, Guidelines

Guidelines include legislative statutes, Departmental regulations, and HUD-PHA contractual agreements.

Precedents may be lacking, requiring the PHRS to use experience and judgement in developing new and unique methods or techniques to solve complex problems based upon a thorough understanding of legislative intent and Departmental policies.

Factor 4, Complexity

The work involves performing complex reviews and analysis of the PHAs, identifying operational and programmatic deficiencies and providing PHA management and the Program Center staff with technical assistance. The incumbent must make decisions regarding needed action for management improvement, correction of deficiencies, efficient management and economy of operations based on experienced judgement to resolve problems. This includes recommending sanctions as necessary, and negotiating with project managers and tenants, as appropriate, on complex program matters.

The duties involve identifying and defining problems relating to factors such as local housing market trends, conditions, laws or pending legislation, and numerous other elements related to technological developments which would impact the clientele base.

The incumbent must be able to recognize the relationship of all public housing programs to the community at large in order to avoid problems when developing solutions or resolving identified problems.

Factor 5, Scope and Effect

The work involves evaluating and providing technical assistance on programs administered by the PHA's; negotiating with PHA management and residents, and working with other HUD specialists or generalists in the HUB Field Office, Program Center or Management Center on cross cutting issues or problems related to the Low Rent Public Housing and Section 8 programs as such has impact on a large number of Agency clients.

Factor 6, Personal Contacts

Contacts are with employees in HUB Field Offices, Program Centers, Management Centers, Headquarters, staff at the local government/community level, staff at the PHAs, and PHA residents. Such contacts are usually established on an irregular basis, inside and outside of the agency.

Factor 7, Purpose of Contacts

The purpose is to exchange information or clarify questions related to programmatic or Departmental policies to PHA staff, interested citizens, and other HUD employees. In addition, the incumbent may be frequently called upon to influence or persuade local housing officials to accept revised or modified schedules and plans or policy and technical requirements.

Factor 8, Physical Demands

The work is usually sedentary and involves sitting comfortably to accomplish most tasks. No special physical demands are required.

Factor 9, Work Environment

The work involves normal risks or discomforts associated with working in an adequately lighted and ventilated office environment.

UNITED STATES CIVIL SERVICE COMMISSION

APPENDIX 3

FACTOR EVALUATION SYSTEM

POSITION EVALUATION STATEMENT

Title, Series, and Grade Public Housing Revitalization Spec Gen
 Organization Program Center Position # _____

Evaluation Factors	Points Assigned	Standard Used (Bmk #, FL #, etc.)	Comments
1. Knowledge Required by the Position	1250	1-7	
2. Supervisory Controls	450	2-4	
3. Guidelines	450	3-4	
4. Complexity	225	4-4	
5. Scope and Effect	225	5-4	
6. Personal Contacts			
7. Purpose of Contacts	180	3c	
8. Physical Demands	5	8-1	
9. Work Environment	5	9-1	
SUMMARY	Total Points	2750	Remarks: (As appropriate, desk audit findings or other considerations not previously documented which affect final grade.)
	Grade Conversion	GS-12	

Sample Form #PSD-1

GS-12 = 2755-3150

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