



Aligning Workforce & Strategic Planning

South Carolina State HR Forum

J. Galluzzo, SPHR

Director of Human Resources, SC Housing

TERI—2017



2018

WORKING RETIREE

WORKING RETIREE

2017

Manager

Senior Staff

Wrk Retiree

Manager

Senior Staff

2016

Senior Staff

VACANT Manager

Manager

Senior Staff

Super-visor

Super-visor

Super-visor

2021 (2018*)

TERI—2018

2018

TERI

Super-visor

Senior Staff

Senior Staff

Division

Super-visor

Super-visor

2019

2018

2018

Division

TERI 2017

TERI 2018

Division

2016

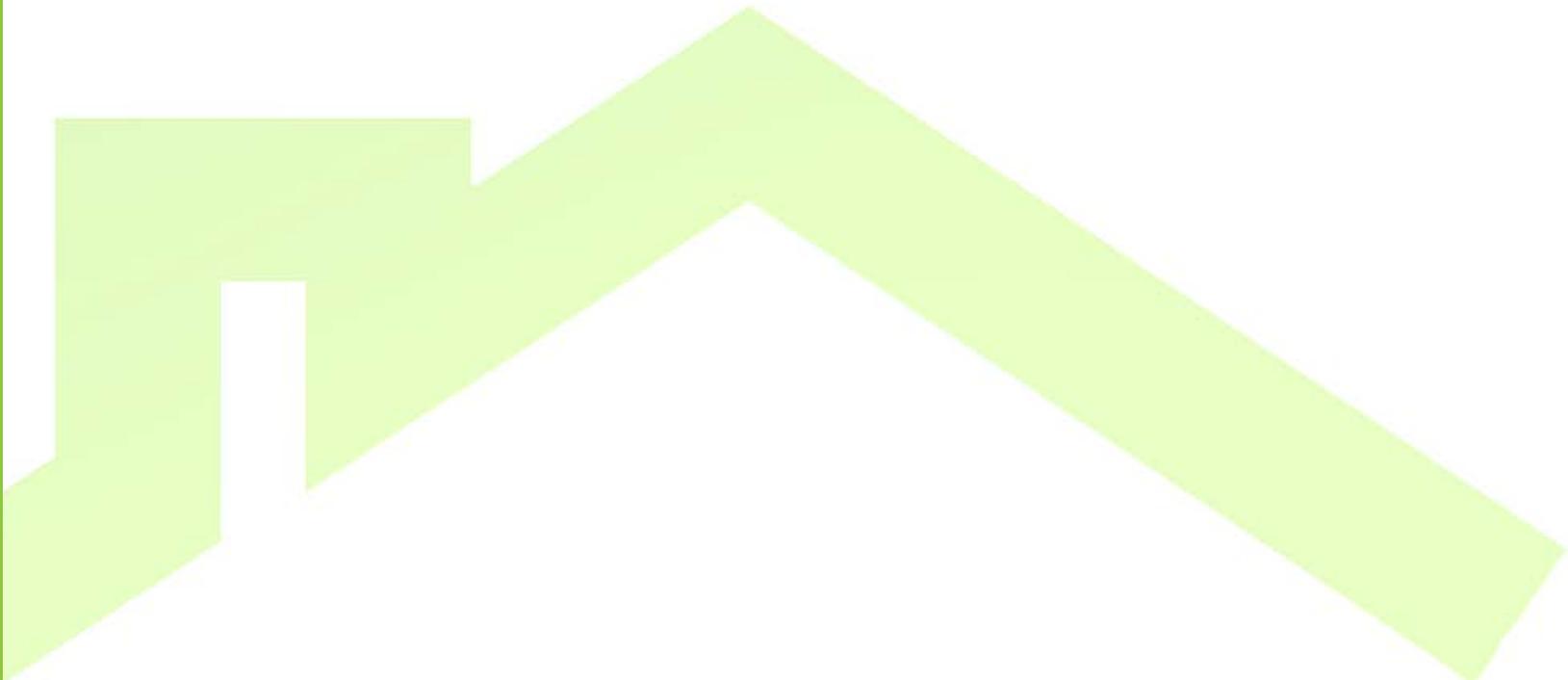
2021

Manager

Division



Process Overview



Benefits to Strategic Planning

- Encourages forward thinking
- Clarifies responsibilities
- Provides a method of problem solving
- Decisions support organizational objectives
- Creates a proactive culture



Strategic Planning – Mission & Vision

The mission of SC Housing is to create quality affordable housing opportunities for the citizens of South Carolina.

Our vision is to become the premiere, affordable housing agency in SC through the optimization of financing, programs, technology and data, as well as leveraged partnerships, while cultivating professionalism, proficiency and innovation among team members.

The HR Division of SC Housing provides quality personnel support and services to ensure we hire, develop and retain professional, proficient and innovative people.

Internal competencies:

Human Capital Management, Customer Service, HR and Business Strategic Alignment

Nesting – 2014 Accountability Report

Efficiently and Effectively Manage and Support Agency Programs and Human Resource Capital

Hire and Retain Professional, Innovative Staff to Achieve Agency Goals

Utilize new methods to find innovative professionals to increase talent application pool by 10%

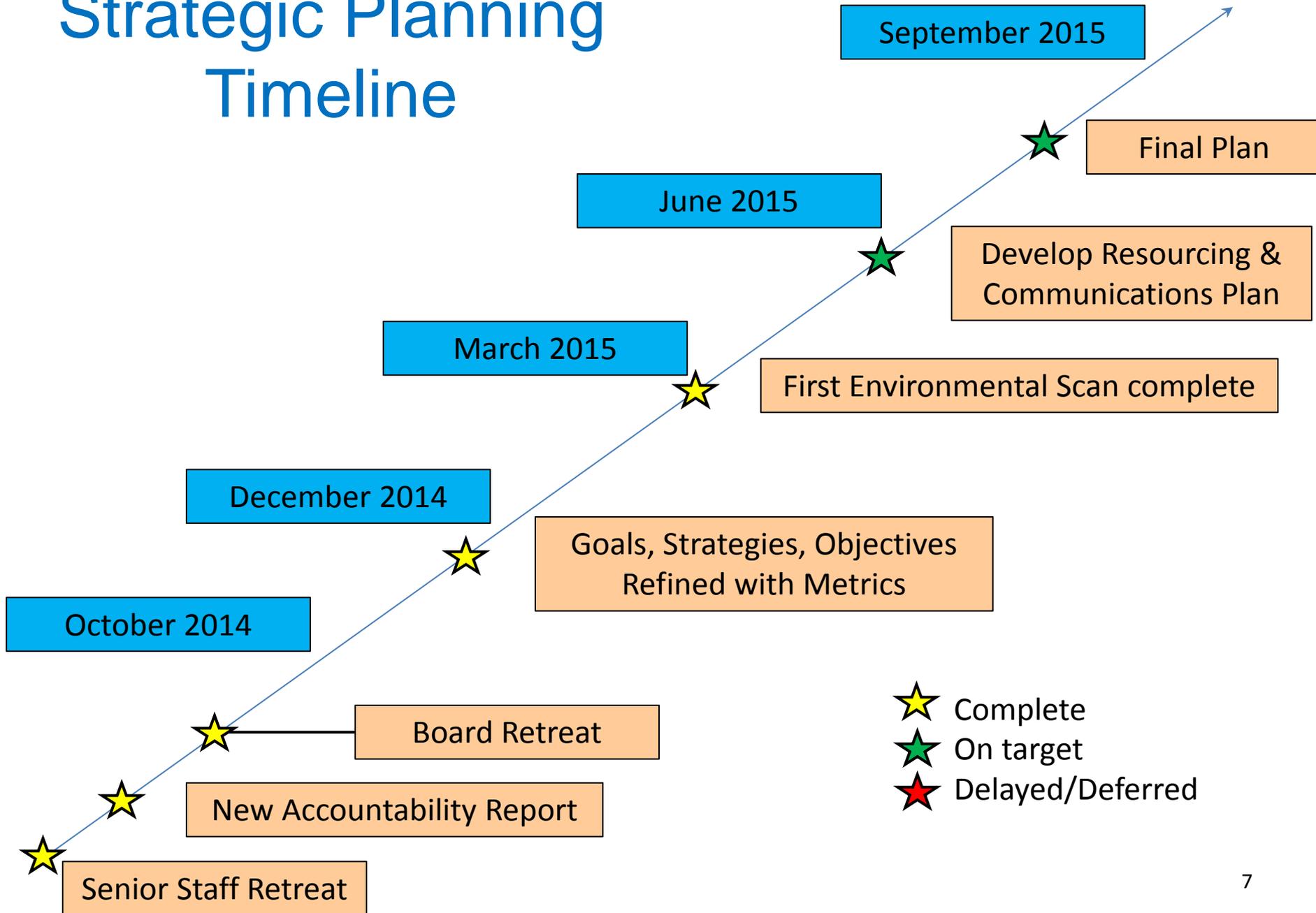
Enhance the organization's Human Capital and Leadership Development Plan

LinkedIn

Google+



Strategic Planning Timeline



Workforce Planning

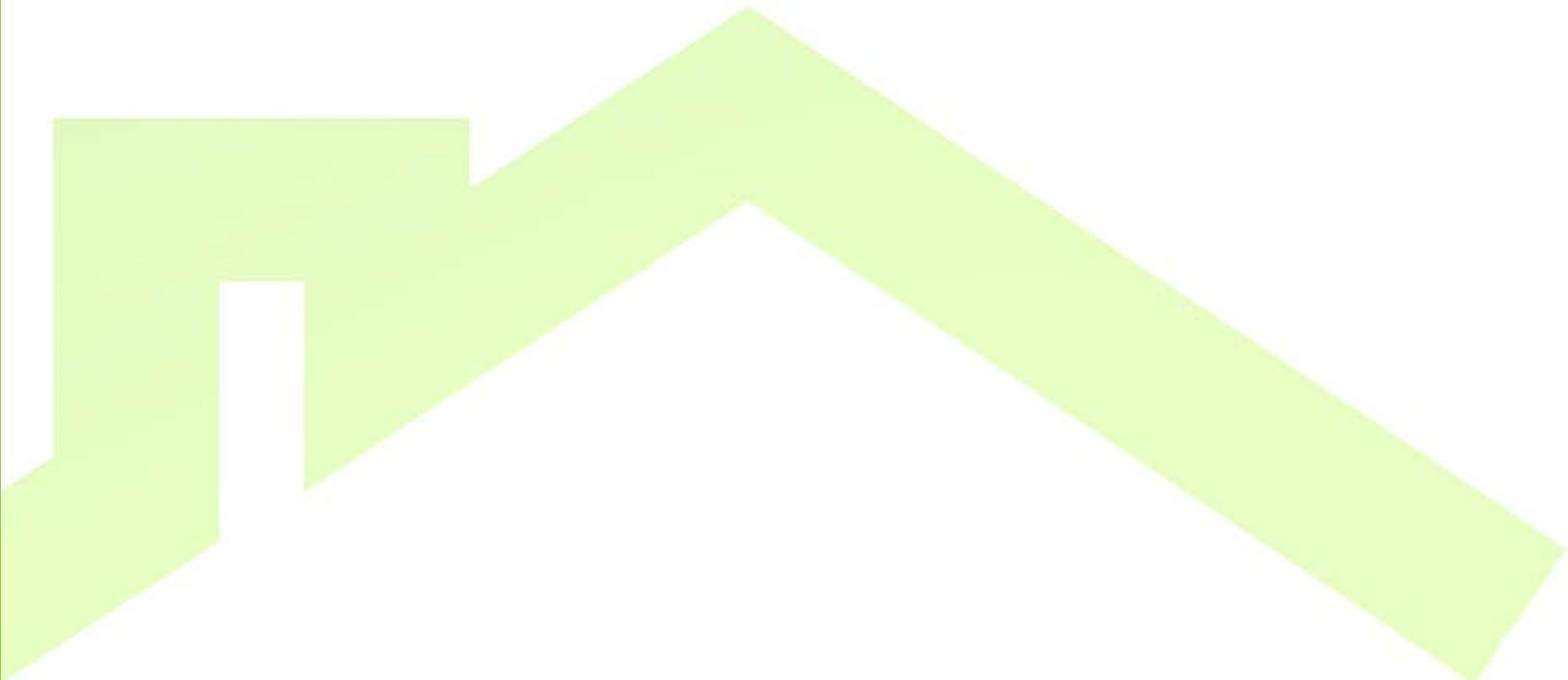


Talent Demands

- Future needs
- Balanced with current capabilities
- Aligned with Organizational Culture
- Tomorrow's Knowledge, Skills, and Abilities



Examples



JOB RESPONSIBILITIES:

SC Housing is the State's housing finance agency helping families across the state obtain affordable, safe housing. We are seeking a dynamic, enthusiastic person to join our team of accountants in our finance division overseeing a nearly billion dollar balance sheet. Day to day this individual will prepare journal entries and maintain the balance sheet reconciliations in the General Operating Fund, reviewing balances for adjustments and corrections. Also, they will monitor and reconcile SC Housing Corporation's three (3) bank accounts to the General Ledger. They must be capable of preparing financial reports, statements and notes to the financial statements with attention to detail to ensure accurate and timely reporting. Their analytical and problem solving skills will be challenged on a daily basis. Our last external audit had zero findings and we want someone to help us maintain that track record!

MINIMUM AND ADDITIONAL REQUIREMENTS:

Agency Minimum Qualifications*:

A bachelor's degree majoring in finance, accounting or related field with a minimum of three years of full time accounting and/or auditing experience in progressive roles.

**Candidates must specifically meet the Agency Minimum Requirements or an equivalent combination of education and experience to be considered for this position.*

Additional Requirements:

Our organization has two financial engines to accomplish our mission of assisting low to moderate income families financing their homes – one government based and the other similar to any private sector bank. We need someone that can work comfortably in both spheres and is capable of learning how those engines operate and are maintained. We are a small state government agency with many different divisions and programs, each with complex accounting and financial reporting requirements. This requires a solid understanding of accounting fundamentals to include advanced level proficiency in Excel-based templates. Knowledge of and ability to interpret laws, regulations, policies and procedures relevant to grant or program management is a plus. This individual will have the opportunity to work directly under several practicing CPAs which is ideal for the individual that aspires to achieve CPA credentials in the near future. This is a great agency to build skills and relationships, serve and positively impact communities and families across the state, and work with a team that collectively has more than 100 years of accounting and finance experience.

PREFERRED QUALIFICATIONS:

Certified Public Accountant (CPA) and/or Certified Governmental Financial Officer (CGFO) or eligible to take the exam within two years.



Who We Are:

SC Housing is working to create the housing opportunities of tomorrow. We are totally focused on innovation and change. We work a little harder. We aim a little higher. We expect more from ourselves and each other. And at the end of the day, we're doing a lot of good. We are a state governmental agency but one unlike you've encountered before. We operate much more like a private sector business. We are a completely self-sustaining operation that offers rental and homeownership products and services and we face many of the same regulatory, market, and financial hurdles of private sector financial institutions. Our clear advantage to our employees is that we offer challenging, meaningful work but with an appropriate work-life, home-life balance as well as excellent state government benefits. Now we're looking to reinforce our team with a person who is energetic, brilliant, and talented.

Intrigued? Apply now!



Contract Administrator

SC Housing - Columbia, South Carolina Area

Posted 7 days ago

[Apply on company website](#)

[Save](#)



Other Details

There are currently 4 applicants for this job

Top companies SC Housing recruits from



[See more insights](#)

PREMIUM

About this job

Job description

The South Carolina State Housing Finance and Development Authority (Authority) serves as the Project-Based Section 8 Contract Administrator on behalf of the U.S. Department of Housing and Urban Development under a Performance-Based Annual Contributions Contract. The Authority contracts with 263 properties to provide rental assistance subsidy to approximately 18,000 extremely-low and very-low income families throughout the State of South Carolina. The Authority's responsibilities include ensuring that owners and their properties comply with the terms of a Housing Assistance Payments Contract.

This position provides the opportunity to not only manage and oversee the overall Contract Renewal and rent adjustment processes, but to also learn and perform other duties associated with the Authority's contractual responsibilities as part of the Authority's progression planning initiatives.

Duties and responsibilities associated with this position include, but are not limited to the following:

- Management and performance of all Contract Renewal and rent adjustment requirements to

Contact the job poster

Reach out for more information or to follow up

Level of education



- Bachelor's Degree 38%
- Master of Business Administration 25%
- Master's Degree 13%
- Other 25%

Where they live



- Columbia, South Carolina Area 75%
- Greater Atlanta Area 13%
- Savannah, Georgia Area 6%
- Other 6%

Top skills and areas of expertise

- Customer Service
- Account Reconciliation
- Accounting
- Microsoft Excel
- Budgets
- Microsoft Word

Seniority levels



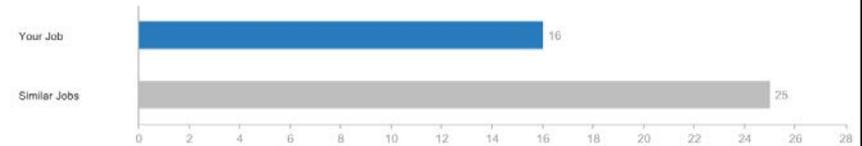
When people applied

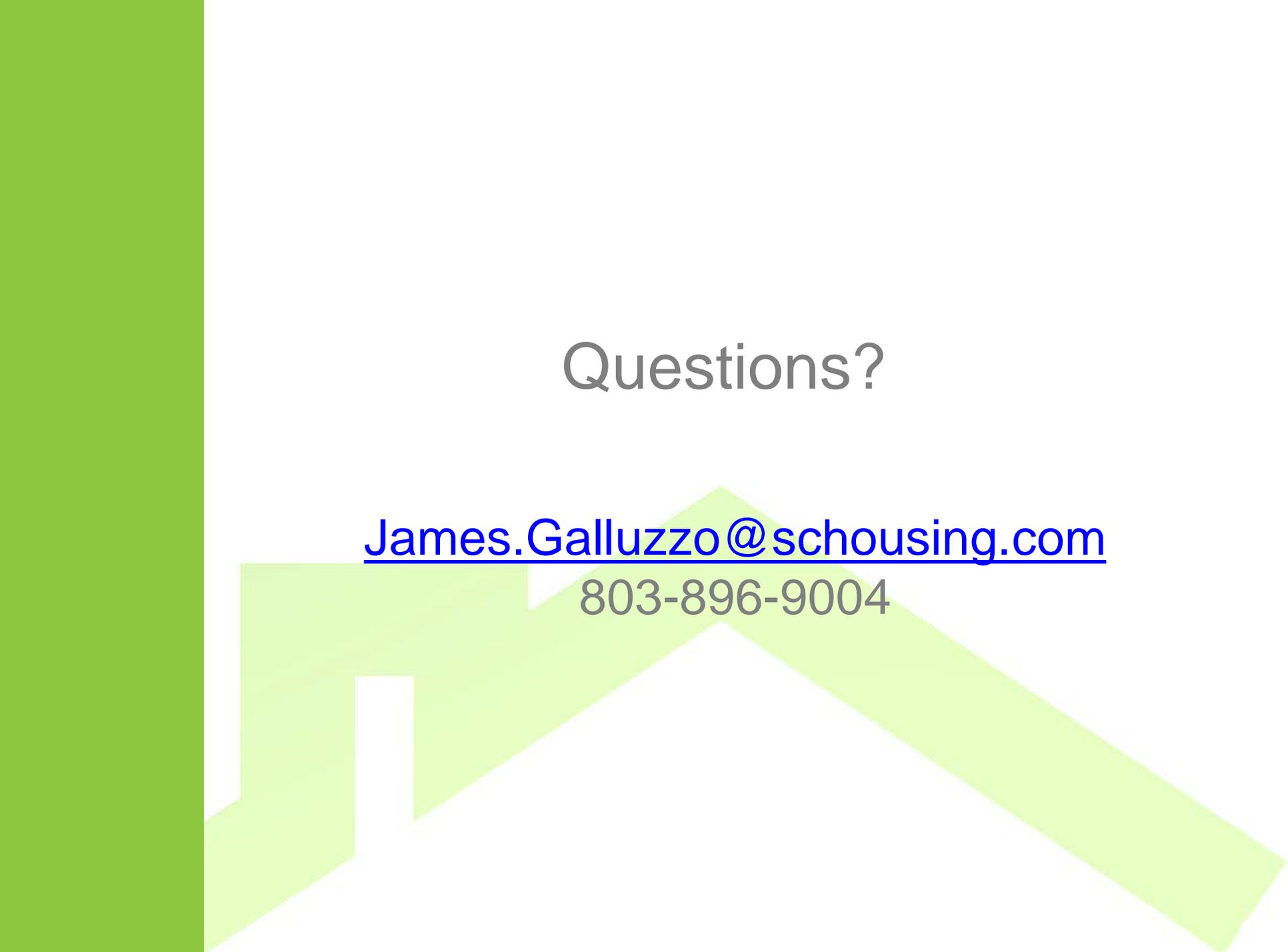
Last 30 days



How your job compares

Your number of applicants compared to the industry average for this type of job.



A solid green vertical bar is on the left side of the slide. A large, light green, abstract geometric shape, resembling a stylized 'A' or a mountain peak, is positioned in the lower half of the slide, partially overlapping the contact information.

Questions?

James.Galluzzo@schousing.com

803-896-9004