



JOB DESCRIPTION

POSITION TITLE:	LIHTC Compliance Specialist	REPORTS TO:	Director of Housing Operations, Executive Director
DEPARTMENT/DIVISION:	Housing Operations	FLSA STATUS:	Non-Exempt
DATE:	January 6, 2025	EMPLOYMENT STATUS:	Full-Time

BRIEF DESCRIPTION:

The Low-Income Housing Tax Credit (LIHTC) Compliance Specialist is responsible for ensuring that affordable housing properties adhere to LIHTC regulations, income restrictions, and other compliance standards. This role includes monitoring tenant eligibility, reviewing documentation, and providing ongoing compliance support to ensure properties remain in accordance with federal, state, and local housing laws.

ESSENTIAL FUNCTIONS:

The duties listed below illustrate of the various types of work that may be performed. The omission of specific statements regarding duties does not exclude them from the position if the work is similar, related, or a logical assignment in association with this position. Undertakes and performs the following and all other work-related duties as assigned.

(S) Sedentary	(L) Light	(M) Medium	(H) Heavy	(V) Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally; 10 lbs. frequently; or negligible amounts constantly; OR requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally; 10-25 lbs. frequently; or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally; 10-25 lbs. frequently; or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally; 50-100 lbs. frequently; or up to 20-50 lbs. constantly.

#	Code	Essential Functions	% of Time
1	S	Ensure properties comply with LIHTC rules and regulations, including income and rent limits, tenant eligibility, and use restrictions.	
2	S	Conduct periodic audits of tenant files to verify compliance with LIHTC and other applicable programs.	
3	S	Review lease agreements, income certifications, and other tenant documentation for accuracy and compliance.	
4	S	Prepare and maintain accurate records, including tenant files, certifications, and property compliance reports.	
5	S	Submit annual compliance reports to state and federal agencies as required.	
6	S	Track rent schedules, utility allowances, and monitor compliance deadlines.	
7	S	Manage the certification and recertification process for residents to ensure continued compliance with LIHTC income limits.	
8	S	Assist residents with completing required forms and submitting supporting documentation.	
9	S	Provide ongoing support to property management staff in completing tenant eligibility determinations.	
10	S	Serve as a resource for property managers regarding LIHTC requirements, changes in regulations, and compliance-related issues.	



#	Code	Essential Functions	% of Time
11	S	Coordinate and prepare for annual audits and physical inspections conducted by state housing agencies or third-party auditors.	
12	S	Address any non-compliance issues discovered during audits and work with relevant parties to implement corrective actions.	

JOB REQUIREMENTS:

-Description of Minimum Job Requirements-	
Formal Education	Bachelor's degree in real estate, finance, business, or a related field preferred.
Experience	Minimum of 2-3 years of experience in affordable housing compliance, LIHTC program administration, or property management.
Supervision	The employee has no supervisory duties.
Human Collaboration Skills	Decisions regarding implementation of policies may be made. Contact may involve support of controversial positions or the negotiation of sensitive issues or important presentations. Contacts may involve stressful, negative interactions with the public requiring high levels of tact and the ability to respond to aggressive interpersonal interactions.
Freedom to Act	Receives General Direction: The employee normally performs the job by following established standard operating procedures and/or policies. There is a choice of the appropriate procedure or policy to apply to duties. Performance reviewed periodically.
Technical Skills	Skilled: Work requires a comprehensive, practical knowledge of a technical field with use of analytical judgment and decision-making abilities appropriate to the work environment of the organization.
Fiscal Responsibility	Position has no fiscal responsibility.
Reading	Intermediate – Ability to read papers, periodicals, journals, manuals, dictionaries, thesauruses, and encyclopedias. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Math	Intermediate – Ability to deal with system of real numbers; practical application of fractions, percentages, ratios/proportions, and measurement. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Writing	Intermediate – Ability to write reports, prepare business letters, expositions, and summaries with proper format, punctuation, spelling, and grammar, using all parts of speech. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Knowledge & Skills	Thorough understanding of LIHTC regulations, income limits, and affordable housing compliance requirements. Strong analytical skills and attention to detail in reviewing documentation and monitoring compliance standards. Ability to manage multiple projects and meet deadlines in a fast-paced environment. Excellent communication and interpersonal skills to effectively collaborate with property management teams, residents, and regulatory agencies. Proficient in property management software and Microsoft Office Suite (Excel, Word, etc.).
Certification & Other Requirements	Certified in LIHTC compliance (HCCP, COS, or equivalent certifications) is preferred. Must possess a valid driver's license and maintain a good driving record. Must pass employment drug screening and criminal background check. Must work with the highest degree of confidentiality.



OVERALL PHYSICAL STRENGTH DEMANDS:

-Physical strength for this position is indicated below with "X"-					
Sedentary	Light	X	Medium	Heavy	Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.		Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

PHYSICAL DEMANDS:

C	F	O	R	N
Constantly 2/3 or more of the time.	Frequently From 1/3 to 2/3 of the time.	Occasionally Up to 1/3 of the time.	Rarely Less than 1 hour per week.	Never Never occurs.

Note: This is intended as a description of the way the job is currently performed. It does not address the potential for accommodation.

-Physical Demand-	-Frequency-	-Brief Description-
Standing	O	observing work duties, communicating with co-workers
Sitting	F	desk work
Walking	F	to other departments/offices/office equipment
Lifting	O	supplies
Carrying	O	supplies
Pushing/Pulling	O	file drawers, equipment
Reaching	O	for supplies, for files
Handling	F	paperwork, monies
Fine Dexterity	F	computer keyboard, calculator
Kneeling	O	filing in lower drawers, retrieving items from lower shelves/ground
Crouching	R	retrieving items from lower shelves/ground
Crawling	N	
Bending	R	filing in lower drawers, retrieving items from lower shelves/ground
Twisting	N	
Climbing	R	step stool
Balancing	N	
Vision	C	reading, computer screen
Hearing	F	communicating via telephone/radio, to co-workers/public, listening to equipment
Talking	F	communicating via telephone/radio, to co-workers/public
Foot Controls	N	
Other (specified if applicable)		



MACHINES, TOOLS, EQUIPMENT, SOFTWARE, AND HARDWARE:

Computer hardware and software, printer, scanner, fax machine, telephone, calculator, Microsoft Office Suite

ENVIRONMENTAL FACTORS:

C Continuously	F Frequently	O Occasionally	R Rarely	N Never
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D Daily	W Several Times Per Week	M Several Times Per Month	S Seasonally	N Never
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-Health and Safety Factors-	
Mechanical Hazards	N
Chemical Hazards	N
Electrical Hazards	N
Fire Hazards	N
Explosives	N
Communicable Diseases	N
Physical Danger or Abuse	N
Other (see 1 below)	N

-Environmental Factors-	
Respiratory Hazards	M
Extreme Temperatures	S
Noise and Vibration	N
Wetness/Humidity	N
Physical Hazards	N

(1) N/A

PROTECTIVE EQUIPMENT REQUIRED:

None

NON-PHYSICAL DEMANDS:

F Frequently From 1/3 to 2/3 of the time	O Occasionally Up to 1/3 of the time	R Rarely Less than 1 hour per week	N Never Never occurs
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-Description of Non-Physical Demands-	-Frequency-
Time Pressure	O
Emergency Situation	O
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	O
Tedious or Exacting Work	R
Noisy/Distracting Environment	R
Other (see 2 below)	N

(2) N/A

KANSAS CITY, KANSAS HOUSING AUTHORITY



PRIMARY WORK LOCATION:

Office Environment	X	Vehicle	
Warehouse		Outdoors	
Shop		Other (see 3 below)	
Recreation/Neighborhood Center			

(3)N/A

SIGNATURE – REVIEW AND COMMENTS:

The Kansas City, Kansas Housing Authority is an Equal Opportunity Employer. This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed. The duties herein are representative of the essential functions of this job. This job description reflects management's assignment of functions; however, it does not prescribe or restrict tasks that may be assigned. Nothing in this document restricts management's right to assign or reassign duties and responsibilities at any time. The qualifications listed above are guidelines, other combinations of education and experience that could provide the necessary knowledge, skills, and abilities to perform the job may be considered at the discretion of the Executive Director.

Employment with the Kansas City, Kansas Housing Authority is on an "at-will" basis. Nothing in this document is intended to create an employment contract, implied or otherwise, and does not constitute a promise of continued employment.

Disclaimer: The above statements describe the general nature, level, and type of work performed by the incumbent(s) assigned to this classification. They are not intended to be an exhaustive list of all responsibilities, demands, and skills required of personnel so classified. Job descriptions are not intended to and do not imply or create any employment, compensation, or contract rights to any person or persons. Management reserves the right to add, delete, or modify and/or all provisions of this description at any time as needed without notice. This job description supersedes earlier versions

READ AND ACKNOWLEDGED

EMPLOYEE NAME: (printed)			
EMPLOYEE SIGNATURE		DATE	
AUTHORIZED AGENCY REPRESENTATIVE SIGNATURE		DATE	