

CDA Lending and Risk Analyst Senior I Supervisor (088984)

Energy Program Manager

Recruitment # 26-003717-0001

Filing Deadline 04/14/2026 11:59:00 PM

Salary - \$85,963 - \$96,413/year (Grade 20, Step 5-11 with promotional growth to \$133,951/year)



This is a Skilled Service position with full Maryland State Benefits

Work that Matters. The Maryland Department of Housing and Community Development (DHCD) is a national leader in the financing of affordable housing and revitalizing communities. Annually, DHCD finances approximately 2,700 units of multifamily rental housing in 40 properties, amounting to \$350 million in construction and permanent financing. Additionally, DHCD administers rental assistance programs and innovative initiatives designed to expand affordable housing opportunities for persons with disabilities, increase the energy efficiency and sustainability of affordable multifamily developments, and preserve rental housing. This is an opportunity to join this nationally-recognized, award-winning organization and apply your skills to this important public purpose.

Program Excellence: Housing & Building Energy Programs

The Housing and Building Energy Programs (HBEP) achieve excellence through continuous process improvement involving everyone in a collaborative and collegial team centered environment. We are a fast paced, dynamic team committed to serving Maryland and are looking for team players that share our vision of program excellence and our commitment to customer service.

Our division works within the Department to administer a wide range of programs using various funding sources. These programs provide funds for building improvements that help reduce utility costs to residents and building owners, increase comfort, improve health and safety in the home, support local employment, and contribute strongly towards meeting the State's climate goals. The program portfolio consists of programs such as the US Department of Energy Weatherization Assistance Program (WAP), EmPOWER Low Income Energy Efficiency Program (LIEEP), EmPOWER Multifamily Energy Efficiency and Housing Affordability Program (MEEHA), Maryland Energy Assistance Program (MEAP), Energy Efficiency Homes Construction Loan Program (NetZero), and the BeSMART Home Energy Loan Program (BeSMART).

Grade:

20

This position offers a salary range of \$85,963 - \$96,413/year, with potential for advancement up to \$133,951 based on qualifications, equity, and hiring guidelines. Initial salary offers are determined by qualifications, experience, and available budget, and typically do not exceed \$96,413/year.

Position Duties:

The Energy Program Manager oversees the day-to-day administration of one or more statewide multifamily energy efficiency and decarbonization programs. This position operates with a high degree of independence and is responsible for managing program implementation, monitoring performance, and ensuring projects align with program requirements and goals.

Key responsibilities include reviewing project scopes of work, overseeing applicant qualification and project assignment processes, establishing production targets, and developing and monitoring program budgets. The Energy Program Manager works closely with partnering organizations, contractors, and internal staff to provide guidance, coordinate program activities, and ensure consistent program delivery.

The position also evaluates program performance through data analysis and reporting, develops agreements and contracts, and provides training and technical assistance to staff and program partners. The Energy Program Manager maintains awareness of current best practices and emerging trends in energy efficiency and supports continuous program improvement.

Working in coordination with the Senior Energy Program Manager, this role helps plan and implement procedures that support effective program delivery. Success in this position includes meeting program deadlines, maintaining fiscal accountability, achieving performance targets, and identifying opportunities to improve program outcomes.

Minimum Qualifications:

Education: Graduation from an accredited high school or possession of a high school equivalency certificate.

Experience: Four years of professional financial/risk analysis experience concerning government lending or assistance programs, or four years of experience in Construction Management pertaining to single family and/or multifamily housing government programs (as applicable) and four years of professional financial, lending and risk or construction analysis experience, such as managing financial asset and debt portfolios, examining, analyzing, and interpreting accounting, budget, or grant or real estate investment portfolio records and reports, or managing government housing projects.

Notes:

1. Candidates may substitute the possession of a Bachelor's degree from an accredited college or university in Finance, Business Administration, Economics, Accounting, Construction Management or a related field and four years of professional financial/risk analysis experience concerning government lending or assistance programs, or four years of experience in Construction Management pertaining to single family and or multifamily housing government programs (as applicable) for the required experience.
2. Candidates may substitute the possession of a Master's degree from an accredited college or university in Finance, Business Administration, Economics, Accounting or a related field and two years of professional financial/risk analysis experience concerning government lending or assistance programs, or two years of experience in Construction Management pertaining to single family and or multifamily housing government programs (as applicable) for the required experience.
3. Candidates may substitute U.S. Armed Forces military service experience as a commissioned officer in the Accounting or Loan Officer Classifications, or Financial Management specialty codes in the accounting field of work in business and industry classification, or business and industry specialty codes in the housing management field of work on a year-for-year basis for the required experience.

Desired or Preferred Qualifications:

- Supervisory experience managing and leading teams related to energy efficiency or housing programs
- Experience working with general contractors, subcontractors, architects, or engineers
- Experience interpreting and applying program, regulatory, or funding source requirements
- Certifications including BPI Building Analyst, BPI Multifamily Building Analyst, HERS Rater, Certified Energy Manager, LEED Green Rater certification or other building science certification

TTY Users: call via Maryland Relay.

We thank our Veterans for their service to our country, and encourage them to apply.

As an equal opportunity employer, Maryland is committed to recruiting, retaining and promoting employees who are reflective of the State's diversity.

For more information and to apply please click the [Job Announcement](#).