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POSITION DESCRIPTION
Company: Capital Impact Partners
Position: Chief Lending Officer
Location: Arlington, Virginia

The Company

Tenacity. Bravery. Creativity. Inclusivity. These core values serve as the foundation of the work that Capital Impact Partners (Capital Impact) does each and every day, putting money to work in creative ways to achieve powerful outcomes in communities nationwide.

Established in 1982 as an affiliate of the National Cooperative Bank, Capital Impact creates catalytic change through loans and technical assistance to spark economic growth and greater equity in underserved communities nationwide. In 2010, Capital Impact became an independent nonprofit certified by the U.S. Treasury Department as a Community Development Financial Institution (CDFI).

Over the last 30 years, Capital Impact has grown into one of the nation's largest and well-respected CDFIs. Since its inception, Capital Impact has deployed more than \$2 billion in underserved communities, with more than \$1 billion in financing in the last seven years. Utilizing strong community partnerships and sound risk management practices, Capital Impact consistently delivers both capital and commitment to help people build communities of opportunity that break barriers to success. Through this work, Capital Impact strives to address key social and economic justice issues as a means to create equity, build healthy communities, promote inclusive growth, and address systemic poverty. Capital Impact accomplishes this through a dynamic, agile approach primarily focused on four programmatic areas: high-quality health care, education, healthy foods and housing.

The organization is at the forefront of entering markets that traditional lenders are reluctant to enter, and its impacts have been significant. In 2016, Capital Impact closed \$118 million in new loans, serving 40,000 people and creating 2,400 jobs. This included creating 5,000 new seats in high-performing charter schools, access to health care for 23,000 new patients, and serving 10,000 new customers through healthy food grocery stores.

In alignment with the strategic plan, a 2020 Vision for Communities, Capital Impact continues to be aggressive about growth. In 2016, Capital Impact's loan portfolio grew by 15% and total assets increased by \$42 million. In the first half of 2017, loans closed have nearly equaled the entire previous year.

Capital Impact's ability to remain a financially sound and stable organization earned it a prestigious 'AA' rating from S&P Global. Capital Impact is just one of five CDFIs to have been rated by S&P.

The organization is governed by a Board of Directors comprised of industry leaders representing a variety of sectors, including housing, education, health care and community development. In addition to its headquarters in Arlington, Virginia, Capital Impact has offices in Oakland, California and Detroit, Michigan. For more information on Capital Impact, please visit: www.capitalimpact.org.

The Position

Overview

Capital Impact is seeking an experienced, mission-driven Chief Lending Officer (CLO) to join the organization's leadership team. This individual should have the experience, passion and motivation to increase loan production and maintain focus on the transformative power of deploying capital in underserved markets. Capital Impact has invested in strengthening its platform, expanding its team, and deepening its commitment to delivering high-impact resources to low-income communities. The new CLO should be energized by the opportunity to be part of this growth and lead a diverse, highly motivated team to continue the expansion of Capital Impact's mission.

The CLO is responsible for developing and implementing Capital Impact's lending and impact strategy in underserved communities nationwide, focusing particularly on advancing its work with charter schools, community-based health care organizations, affordable housing, and healthy food access. This role includes understanding the unique challenges of Capital Impact's borrowers to ensure that the lending team is not just closing loans, but working to position the organizations for success.

The CLO is also responsible for leading the development of lending products and programs, business development, scoping new markets and sectors, and the origination of new loans. To ensure Capital Impact remains on the cutting edge of social impact financing, this opportunity includes working with a broad spectrum of partners including JPMorgan Chase, the U.S. Department of Treasury's CDFI Fund, The Kresge Foundation, AARP, and The California Endowment to name a few.

This experienced individual will work closely with Capital Impact's senior staff and Board of Directors. This position will report to the President and Chief Executive Officer. Reporting to the CLO will be the Senior Director of Lending and Senior Director of Strategic Lending Initiatives. The CLO will be responsible for a team of 12 professionals and administrative support staff.

Essential Duties and Responsibilities

The CLO has many duties and functions, described below in three primary categories:

1. External Relationship Development & Management

- Cultivate, expand, and deepen relationships with current and prospective funders.
- Represent the organization with bank and insurance company investors, philanthropic funders, and government stakeholders to develop capital and grants, build programs and increase the organization's visibility.
- Develop and maintain relationships with other CDFIs and other lending organizations to advance opportunities for collaboration and participation in programs and facilities.
- Actively seek information to understand stakeholders' circumstances, problems, expectations and needs, and share information to build their understanding of Capital Impact's product and services.
- Participate on boards and advisory groups that help advance Capital Impact's visibility.
- Monitor industry trends and provide market intelligence to senior leadership team.

2. Strategic Planning and Innovation

- Develop lending strategy in collaboration with the Senior Director of Lending, Senior Director of Strategic Lending Initiatives, Chief Risk Officer and other colleagues as appropriate that optimizes loan deployment and impact and considers geographic and sectoral focus and staffing.
- Contribute to the development of overall corporate strategy, in coordination with Chief Strategy and Innovation Officer and the senior management team.
- Collaborate with the Policy to Practice Group to connect nine lending programmatic initiatives to lending outcomes.
- In concert with the CFO and Treasurer, create and execute strategy for capital deployment, including debt and grants to support lending activities and the new initiative development.
- Develop new products, programs, and initiatives. Work with Senior Director of Strategic Lending Initiatives, director of program management, and chief strategy and innovation officer and others as appropriate to implement.

3. Staff and Executive Leadership

- Provide day-to-day leadership for all assigned functions. Leads through collaboration, innovative management concepts, and initiatives to meet program goals and objectives within available resource allocations and in the most effective and efficient manner.
- Work collaboratively across the organization, sharing knowledge and building trust, demonstrating leadership through effective delegation, mentoring, and team-building. Shares information, perspective, and expertise.
- Oversee all hiring within the department and works to attract, retain, and develop team members.
- Support the mentoring and training of staff members on the intricacies of structuring complex loan transactions.
- Develop performance standards, sets job expectations, and gives ongoing feedback and annual performance ratings to direct reports.
- Participate in the creation of and periodic reporting of results of Capital Impact's Balanced Scorecard.
- Participate in the credit approval process, and coordination with Chief Risk Officer and President and CEO.
- Co-lead lending and program board committee and actively participate in meetings of the Board of Directors.

Qualifications:

Education and Certifications

Advanced degree in Finance, Business Administration, or a related field from an accredited University.

Experience

The ideal candidate has a proven track record in community development finance, product and initiative development, as well as internal and external relationship development. The individual has a clear passion for work in low-income communities, including 15 or more years of experience in lending,

ideally with charter schools, health facilities, businesses improving access to healthy foods or community facilities serving low-income populations, and the ability to translate that passion into action. Knowledge of CDFI Fund programs, New Markets Tax Credits (NMTC) and best practices at other CDFIs or Community Development Banks is beneficial. Candidates should have demonstrated strong leadership and management experience of large diverse teams.

Skills

- Strong strategic planning and organizational development skills.
- Excellent interpersonal skills with the ability to inspire and build trust.
- Proficiency with written and oral communication skills, including the ability to speak in a wide variety of public settings, to a wide size and variety of audiences.
- In-depth understanding of structuring complex loan transactions.

Key Attributes

- *Innovation:* drawing upon multiple and diverse sources for ideas while developing innovative solutions to address deep social issues.
- *Diligence:* dedicated required time and energy to assignments to ensure completion within established deadlines and results consistent with quality standards.
- *Teamwork and collaboration:* recognizing and utilizing varying strengths of others within the team or organization while maintaining a high level of coordination with all departments to ensure successful loan production.
- *Communication:* effectively expressing ideas in verbal and written format, regardless of the size or nature of the audience.
- *Planning and organizing:* achieving performance benchmarks for relationships and other initiatives.
- *Initiative:* demonstrating proactive approach to problem resolution and new idea generation.

For more information about this opportunity, please contact Terra Search Partners:

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Capital Impact is an Equal Opportunity Employer. All persons are encouraged to apply.