



Chief Financial Officer



The Position

With a mission to collaborate with the Knoxville community to create and preserve housing opportunities and strengthen neighborhoods, Knoxville's Community Development Corporation (KCDC) is the housing authority and the redevelopment agency driving change throughout Knoxville.

KCDC is seeking its next Chief Financial Officer (CFO) to join a high-performing team dedicated to creating lasting impact in communities. From revitalizing residential neighborhoods to energizing commercial business districts, this position serves as a strategic and operational leader who works in close partnership with the CEO and the executive leadership team.

This individual is responsible for attracting capital, leveraging the balance sheet and borrowing capacity, and ensuring strong financial policies, procedures, and reporting systems are in place. The CFO provides timely financial business intelligence and analytical support to the CEO and executive leadership team. The CFO will also identify opportunities for revenue diversification and pursue grants in partnership with internal grant-writing teams. An understanding of bonding, non-tax revenue streams and how best to leverage borrowing potential will be essential. The CFO oversees both the public finance practice and the accounting functions for KCDC and its forty-one corporations, fifteen limited partnerships, and one nonprofit, which collectively have a 2024 operating budget of \$90.2 million and total assets of \$284 million. They will directly manage the Finance Director and oversee the accounting team of thirteen. The CFO is responsible for ensuring compliance with all legal and regulatory accounting and financial reporting requirements, overseeing annual audits, and guiding long-term financial projections – both operating and capital.

The CFO will lead the annual budgeting process, working closely with senior leadership and managers to ensure budgets are realistic and actionable. They will also be accountable for all aspects of accounting operations and internal controls, ensuring records adhere to Generally Accepted Accounting and Auditing Principles and Standards.

The CFO will join a tight-knit executive leadership team that includes a Chief Development Officer, Chief Housing Officer, and Chief Strategy Officer. Together, this leadership team is shaping the future of Knoxville's communities – and the CFO will play a central role in ensuring that growth is not only impactful but also financially sustainable.



Priorities

- Develop and maintain strong, collaborative relationships with the CEO, executive leadership, and staff to support KCDC's mission and long-term financial sustainability.
- Provide strategic financial leadership to support the continued growth of KCDC's operations, ensuring all financial decisions are grounded in sound analysis, aligned with long-term goals, and compliant with legal and regulatory standards.
- Identify and pursue diverse revenue sources; including grants, non-tax revenues, and creative borrowing strategies to expand KCDC's impact and reduce reliance on traditional funding mechanisms.
- Support KCDC's adoption of a new strategic development finance framework which includes strengthening KCDC's role as Knoxville's redevelopment and investment leader, fully utilize KCDC's authority to drive local development and investment, lead the agency through the bond rating process, and become a certified CDE.
- Presentations to the Board of Directors of KCDC and its managed entities of key financial scorecards, regular financial statements and the annual budgets.

The Successful Candidate

The Chief Financial Officer of KCDC will be a seasoned financial strategist and operational leader with a deep understanding of finance within complex governmental, quasi-governmental, and private sector real estate. They will bring a high level of financial acumen, with proven experience in budgeting, strategic forecasting, compliance, risk management, and the oversight of sophisticated financial



systems. Adept at navigating both big-picture strategy and intricate financial details, the CFO will be an intellectually curious and analytical thinker who also possesses the entrepreneurial spirit to identify and launch new lines of revenue. Demonstrated experience with financial modeling and capital attraction will be essential, along with a collaborative, service-oriented approach to leadership.

As an organizational leader and manager, the CFO will lead with intention, executive presence, and the ability to inspire confidence. They will bring expertise in change management and possess

the interpersonal skills necessary to quickly build trust and cultivate relationships across all levels of the organization. With a strong track record of empowering staff, building systems of accountability, and fostering a culture of collaboration and mutual respect, the CFO will be a connector; able to bridge departments, elevate diverse perspectives, and champion inclusion across the organization. A skilled communicator, the CFO will be articulate, approachable, and clear – able to translate complex financial data into accessible, compelling information for a wide range of audiences. Whether presenting to the Board of Directors, speaking with investors, or mentoring internal teams, they will do so with calm confidence and integrity.



Their communication style will reflect a commitment to transparency, professionalism, and mission alignment. The CFO will also be a strategic problem solver and thought partner to the CEO and other executive team members. They will approach challenges with a solutions-oriented mindset, proactively identifying potential issues and developing data-driven, innovative responses, even in the absence of precedent or policy. Unquestioned integrity, sound judgment, and discretion in handling sensitive information are hallmarks of their leadership style. Above all, the successful candidate will be passionate about KCDC's mission. They will understand the critical role finance plays in advancing organizational and community impact. Their leadership will reflect not only financial excellence, but also a sincere dedication to driving meaningful change. As we continue to grow, we are seeking a leader who believes stable housing strengthens communities and who wants to use their financial expertise to make a lasting impact for Knoxville.

Qualifications

Minimum requirements include any combination of education and experience equivalent to a bachelor's degree in accounting, finance, business administration, public administration, or a closely related field and at least 10 years of progressively responsible financial management experience. Experience should include direct responsibility for budgeting, financial reporting, forecasting, compliance, risk management, and oversight of accounting functions. A minimum of five years in a senior leadership or executive role with supervisory responsibility is also required.

Preferred qualifications include a master's degree in accounting, finance, business, or public administration; certification as a Certified Public Accountant (CPA); and demonstrated experience in a complex, multi-entity governmental, quasi-governmental organization or private sector real estate. Experience working with or establishing public-private partnerships, managing complex fund structures, and raising capital through innovative financial tools is highly desirable.

Inside the Organization

Knoxville's Community Development Corporation (KCDC) is the public housing authority for Knoxville and Knox County and the City's redevelopment agency. With a \$90.2M operating budget, thousands of affordable housing units, and major redevelopment efforts like Transforming Western and Liberty Place for veterans, KCDC plays a central leadership role in shaping Knoxville's neighborhoods and expanding opportunity for families. We combine mission-driven public purpose with complex real estate development, federal compliance, capital planning, and long-term financial stewardship.



KCDC is more than a housing provider — we are a multifaceted organization serving thousands of residents and managing a broad portfolio of programs and community investments. Our work spans:

- **Affordable Housing & Real Estate Development**

New construction, mixed-income redevelopment, capital projects, RAD conversions, and asset management across more than 3,800 units.

- **Housing Choice Voucher Administration**

One of East Tennessee's largest rental assistance programs, partnering with private landlords to expand affordable housing options throughout Knoxville.

- **Neighborhood Revitalization & Redevelopment Planning**

Major community development initiatives, including Transforming Western, South Waterfront, Jackson Avenue, and Magnolia Avenue revitalization, driven by federal grants, public-private partnerships, and long-term financial planning.

- **Resident & Community Services**

Workforce development, youth services, service coordination, and cross-sector collaborations with schools, healthcare partners, law enforcement, and nonprofits.

- **Compliance, Governance, & Strategic Investment**

HUD requirements, multifamily operations, bond financing, tax credits, audits, and long-range capital planning.

Together, these areas form a mission-driven team that improves neighborhoods, strengthens families, and ensures that Knoxville remains a place where people can thrive.

KCDC offers the unique opportunity to use high-level financial leadership to create real, visible change in Knoxville's neighborhoods. As a mission-driven organization with the scale of a major real estate developer and the public purpose of a housing authority, we blend social impact with financial complexity - capital planning, tax credits, bond



financing, federal compliance, and large redevelopment initiatives. Our work transforms distressed properties into mixed-income communities, strengthens families through housing stability, and drives investment into areas that have historically been overlooked. At KCDC, you won't just manage financials - you'll help shape a stronger, more equitable Knoxville and leave a legacy of community transformation.

KCDC's Strategic Vision

In preparation for the 90th Anniversary, KCDC undertook a strategic planning initiative and will introduce our new vision over the next few months.

Mission: To collaborate with the Knoxville community to create and preserve housing opportunities and strengthen neighborhoods

Vision: A vibrant and inclusive Knoxville where people can thrive

Core Values: We are CARIng!

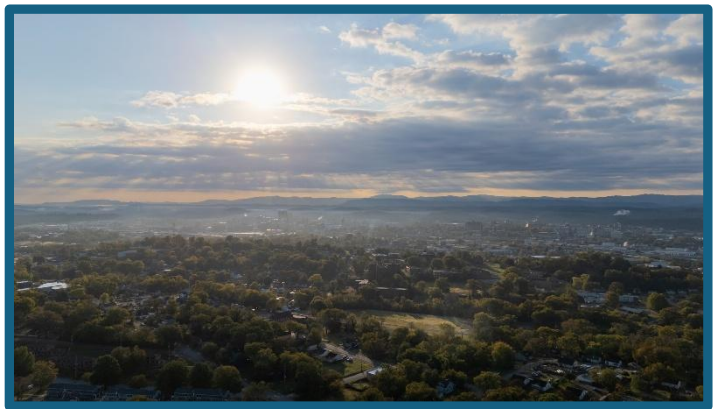
- **Community:** We care about the local communities we serve. We are dedicated to serving the citizens of Knoxville through cultivating neighborhoods of choice.
- **Accountable:** We are responsible to each other, those we serve, and those who have entrusted us with resources to carry out our mission.
- **Respectful:** We treat others with dignity, civility, and mutual consideration. Going beyond simply being polite, respect means treating all employees, clients, customers, and stakeholders with dignity and worth – no matter their background, position, or opinions.
- **Impactful:** We strive to make a positive difference in our community by supporting key social initiatives and empowering people and communities.

KCDC is also in the middle of a major transformation - expanding from a housing authority into Knoxville's anchor community development finance entity. The next CFO will help build something new: bond platforms and securing a bond rating, revolving loan funds, tax credit structures, and innovative public-private financing tools that can reshape entire neighborhoods. You will guide financial strategy, advise on major redevelopment projects like Transforming Western, and design reinvestment models that generate long-term, sustainable revenue for the agency. If you're a strategic thinker who thrives on building systems, partnerships, and new capital pathways, this is a rare opportunity to lead financial innovation that directly strengthens Knoxville's economy, neighborhoods, and families. Here, the impact of your work will be visible—in new homes, new businesses, and stronger communities.

The Community

If you're looking for a place that gives you both affordable living and big-city opportunity, moving to Knoxville, Tennessee, is a smart move. With a cost of living 13.5 % below the national average, your dollar stretches farther - whether you're buying a home, raising a family, or starting fresh.

You'll find every kind of adventure - from hiking and mountain views to vibrant nightlife and family-friendly activities - in a city that's compact enough to feel welcoming and connected. And if your ambitions extend to a family member's career or education, Knoxville is in the sweet spot: nestled between major research institutions like Oak Ridge National Laboratory (ORNL), the Tennessee Valley Authority (TVA) and University of Tennessee, Knoxville (UTK), and recognized as the country's first-designated "Maker City" by Etsy - so innovation, entrepreneurship and momentum are built into the local ecosystem. In short: you'll get the best of both worlds - big city amenities and small town living - making Knoxville not just a relocation option, but a place to redefine how you live, work and connect.



Compensation and Benefits

The salary is competitive and commensurate with experience. KCDC provides competitive benefits for health, dental, vision, life, short- and long-term disability insurance, with 8.8% contributions made to a retirement plan.

How to Apply

Applications are accepted electronically at kcdc.org and will require an online application, resume, cover letter, and references. The position is open until filled with a first review of applications beginning December 19, 2025.