

LISC

EXECUTIVE DIRECTOR, PUGET SOUND LISC

ABOUT LOCAL INITIATIVES SUPPORT CORPORATION (LISC)

Today in America, and especially in the greater Seattle and Tacoma areas, the need for resilient, healthy, and inclusive communities with quality life, affordable housing, and wealth opportunities is greater than ever. The shortage of safe, affordable homes, skilled job training, education, and quality healthcare affects everyone and everything. With the COVID-19 pandemic, many are struggling in midst of unprecedented challenges to stay in their homes amid declining neighborhoods. For forty years, LISC has supported people and places in need to achieve stability and resiliency—the very attributes everyone, and every community, requires. In 2020, LISC had its best year ever investing more than \$2 billion to catalyze opportunity in hundreds of historically underserved rural and urban communities. This historic success allowed LISC to be able to pivot and offer immediate relief to people, enterprises, and communities—particularly communities of color—that have been bearing the brunt of the 2020-21 pandemic's fallout.

With residents and partners, LISC forges resilient and inclusive communities of opportunity across America – great places to live, work, visit, do business and raise families. As America's leading Community Development Financial Institution (CDFI), LISC creates opportunities for people to thrive: better housing, living wage jobs, quality schools and child care, safer recreation space, and vibrant places to shop and grow. To achieve these opportunities, LISC serves holistically as investor, capacity builder, advisor, convener, and systems innovator that pools public and private dollars to be invested in people and places. LISC offers an array of financing, consulting services, and project support across all program areas, including financial investments of grants, loans, and equity for economic revitalization projects; management and strategic services for partners; and policy and program expertise, development, and implementation.

Examples of the strategies LISC pursues are:

Key Facts

- \$154 million annual budget (2019)
- 678 organization-wide staff (2019)
- 2,500 local partners nationwide
- \$24 billion in investments, since 1979

Essential Links

- [LISC Leadership](#)
- [How LISC Works](#)
- [2019 Annual Report](#)
- [Products & Services](#)

Visit



- Equip talent in underinvested communities with the skills and credentials to compete successfully for quality income and wealth opportunities.
- Invest in businesses, housing, and other community infrastructure to catalyze economic, health, safety, and educational mobility for individuals and communities.
- Strengthen existing alliances while building new collaborations to increase their impact on the progress of people and places.
- Develop leadership and the capacity of partners to advance their work together.
- Drive local, regional, and national policy and system changes that foster broadly shared prosperity and well-being.

Over the last 40 years, LISC and its affiliates have invested over \$24 billion in businesses, affordable housing, health, educational mobility, community and recreational facilities, public safety, employment, and other projects that help to revitalize and stabilize underinvested communities. Headquartered in New York City, LISC's reach spans the country from East coast to West coast in 36 offices and a rural program that reaches more than 2,100 counties in 45 states. Over the next three years, LISC aims to invest over \$3 billion to catalyze opportunity for people and places with 20% of investments targeted to rural places and Native communities. LISC work will: (1) empower people so that more can contribute to and take advantage of economic growth; (2) transform places experiencing district and underinvestment; (3) support enterprises in building robust economies and communities; (4) drive systems innovation by working to address institutional challenges.

We invite you to learn more at www.lisc.org.

THE POSITION

LISC's Executive Director role represents an exciting and distinctive opportunity to experience deep purpose and a fulfilled sense of mission in leading the growth of local programs, funding, and services in Seattle and Tacoma that will positively impact the lives of thousands of individuals and families, particularly communities of color. LISC and its affiliates have served Washington State since 1984. Since this time, LISC has provided \$712 million in grants, lending, and equity investments, which have leveraged an additional \$3.9 billion in investment. LISC has assisted 357 community-based organizations, helped create over 33,000 affordable homes, and financed over four million square feet of retail and community space.

The Executive Director, an entrepreneurial and energetic leader, will provide overall leadership, strategic direction, and guidance for all aspects of LISC's programs. This position reports to the West Region Program Vice President and works closely with other members of the LISC national management team and its national programs and affiliates. This position will be responsible for re-establishing LISC's "on-the-ground" role in the Puget Sound area, with a focus on Seattle (King County) and Tacoma (Pierce County), as part of advancing economic inclusion. LISC has already established a strong operating base



of private sector support that includes partnerships with the Bank of America Charitable Foundation, Seattle Foundation, Kaiser Permanente, and State Farm. In December 2021, LISC Puget Sound established a \$5 million Housing Equity Accelerator program partnership with Amazon to build the next generation of real estate developers of color. The Executive Director will build, lead, and manage a talented team of community development professionals with an expectation to grow the team in future. This position will be based in LISC's Seattle office, once established, and provides flexibility for working remotely as needed.

The position requires a strong commitment to the role of community-based non-profit organizations as agents of positive change as well as an understanding of, and appreciation for, other key public and private partners who can offer additional resources to the work of community development in Puget Sound. The Executive Director is responsible for raising capital and resources locally that will be leveraged by national LISC's support. This leader will also recruit, manage, and collaborate closely with diverse, skilled, and broadly representative Local Advisory Committee (LAC) that provides civic leadership and strategic guidance on investments, policies, and programs and supports resource development efforts. In addition, this leader will partner with colleagues on the LISC national team to foster interdepartmental collaboration, strengthen cross-team communication, and implement a culture of philanthropy across the organization.

RESPONSIBILITIES

The Executive Director will have the following primary responsibilities:

LEADERSHIP AND MANAGEMENT

- Manage a staff and the Local Advisory Committee members to carry out LISC's strategy and operate its programs.
- Recruit, build, manage, and orient a diverse, skilled, and broadly representative LAC membership and team.
- Identify and cultivate leadership from key corporate, foundation and other prospective donor sectors who share an interest in community development and advancing equity and are interested in serving on the Local Advisory Committee.
- Build and maintain positive relationships with national LISC; participate in national LISC leadership structure and meetings.
- Bring visibility to local innovations and programs within the national LISC structure.
- Maximize the use of national LISC resources and expertise in assigned area.
- Coordinate strategic, programmatic, and annual planning/budgeting processes in collaboration with the LAC and LISC's West Coast Program Vice President.



PROGRAM / COMMUNITY DEVELOPMENT

- Assist in engaging a wide variety of community partners to help bring holistic and integrated services to targeted neighborhoods with local government, state agencies, other private and quasi-public financial institutions and intermediaries, advocacy groups, and community-based organizations.
- Develop and implement inclusive strategies for expanding affordable housing, economic mobility and using LISC's financial resources to catalyze a pipeline of affordable housing, small business and other real estate projects and catalytic programs.
- Promote effective community development strategies to attract resources to targeted underserved populations and neighborhoods.
- Identify and incorporate best practices gained from national LISC interaction into Puget Sound program designs.
- Find and implement opportunities for investment (grant, equity, debt) by LISC and its affiliates.

PUBLIC POLICY AND ADVOCACY

- Provide leadership on housing and community economic development policy issues in Puget Sound.
- Advocate on behalf of LISC and the policy networks at the local, state, and federal levels to secure the tools necessary to advance a comprehensive redevelopment strategy.
- Establish and maintain effective working relationships at the highest levels of local, state, and federal government as well as in the corporate and foundation sectors
- Develop and maintain partnerships with community organizations and other advocacy groups engaged in public policy issues.

FUNDRAISING

- Identify and cultivate leadership from key corporate, foundation and other prospective donor sectors who share an interest in community development.
- Work with the Local Advisory Committee to raise sufficient funds annually to finance Puget Sound LISC's operations, program activities, and projects.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the Executive Director will achieve the following major objectives:

- Plan, develop, and implement a strategic plan and theory of change that outlines a clear vision around economic mobility advancement, fund development, partnerships, and lending priorities that aligns with National LISC's Change Framework, develops the right business model and brand for the local market, and broadens the engagement of funders and donors significantly.



- Develop and implement effective strategies that harnesses LISC's financial resources to build a pipeline of affordable housing, real estate, economic mobility, and other catalytic opportunities.
- Build strong trusting relationships of reliability, respect, and mutual enjoyment both internally within LISC and externally to its many partners and stakeholders.
- Lead, build, and support a strong and diverse team, including a functioning Local Advisory Committee with a broad range of diverse stakeholders and community development champions.
- Cultivate, solicit, and secure key funding partnerships that optimizes LISC's efforts to serve as a strong market leader in Puget Sound area.
- Achieve a solid, working understanding of LISC and its array of products and services so as to take full advantage of all resources within the local market.
- Represent LISC well in the Puget Sound region as a strong, viable partner and funding entity.

QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A passionate, enthusiastic commitment to LISC's mission of forging resilient and inclusive communities of opportunity across America and advancing racial equity.
- Minimum of 10 years senior-level experience in community development (or economic development), real estate, capital development, community revitalization, and other related fields.
- Proven experience in shaping affordable housing and real estate projects through development or lending and growing organizational capacity.
- Demonstrated management experience, including staff development, financial management, and office administration, with an ability to attract and sustain philanthropic funding.
- Demonstrated ability to build successful relationships with constituents from communities of color and all socio-economic backgrounds.
- Experience in empowering, building, and maintaining productive relationships with volunteer leaders comparable to a board of directors or an advisory committee.
- Excellent interpersonal communication skills with a persuasive ability, including strong written, verbal, and presentation skills.
- Ability to maintain momentum and drive success through significant change and crises.
- Proven experience in relationship building and engaging directly with stakeholders in the community, including local elected officials, legislators, public agencies, social service agencies, corporate and business leaders, and key funders.
- Ability to work with a flexible schedule and travel as needed.



- A bachelor's degree from an accredited college or university in business, finance, real estate, or related fields. An advanced degree would be an advantage.

COMPENSATION AND BENEFITS

LISC offers a highly competitive salary and a generous benefits package. Benefits include medical, dental, vision, and voluntary life insurance; Flexible Spending Accounts for out-of-pocket medical, dental, day care, parking, or commuter transportation expenses; three weeks of vacation to start; 12 paid holidays, 10 sick days, and three personal days; paid parental leave of four weeks; tuition reimbursement program, up to \$5,000 annually; retirement savings plans including a 401(k) with employer match and a 403(b) with employer contribution; Group Life Insurance and AD&D; Short Term & Long Term Disability; telecommuting program; and employee assistance program.

LISC is proud to support an environment where dedicated staff do inspiring and meaningful work as part of a collaborative team that are passionate about what they do. LISC promotes racial, ethnic, and socio-economic diversity, and it is reflected in the work they do, and in their teams where 50% are people of color and 67% are women.

APPLICATION

LISC has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez, Vice President and Angèle Bubna, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

ANGÈLE BUBNA

Associate Consultant, Executive Search
angele.bubna@campbellcompany.com
(312) 896-8883 direct

LISC is an equal opportunity employer committed to diversity, equity, inclusion, and justice.



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