



Vice President of Capital Solutions

San Francisco/Oakland, CA

July 2021

WHO WE ARE

Communities on the margins of opportunity deserve a trusted partner on their journey towards financial growth and stability. As a locally invested, collaborative partner in social justice and financial equity, Community Vision provides nonprofits, small businesses, and social enterprises with strategic investment and guidance, to deepen work, scale impact, and strengthen our communities.

We know that supporting community-owned and community-governed projects creates shared prosperity and builds collective, and self-directed, economic and political power. This position will put you at the forefront of exciting organizational growth and the re-envisioning of how we carry out our work; creating greater efficiency internally and deeper impact externally.

Community Vision is dedicated to anti-racist practices and to building an anti-racist organization. This includes treating colleagues with respect, supporting the vision of the organization, and acting as ambassadors of [our values](#).

THE OPPORTUNITY

The **Vice President of Capital Solutions** is a newly created position that leads a recently re-envisioned department. Formerly known as the Lending department, the Capital Solutions department will utilize a restorative approach to deploy a spectrum of forms of community development capital to enterprises and projects that increase community ownership of community assets, and support wealth creation and power building in communities of color.

The Vice President of Capital Solutions will be responsible for overall direction and success of the department. A priority for the position will be identifying, prioritizing, and leading growth opportunities across multiple dimensions, including evaluating, proposing, and implementing additional capital offerings that complement our traditional loans and tax credits.

The position oversees a department that is responsible for day-to-day management of business development, originations, loan programs, loan operations, and portfolio management. This position requires a collaborative leadership style, the ability to guide an active and engaged team, a commitment to promoting professional development and leadership opportunities, as well as the ability to work effectively in partnership across departments and with our broader staff. Knowledge of all facets of commercial lending and portfolio management, including origination, processing, closing, and asset management is required.

The Vice President of Capital Solutions is a member of Community Vision's Executive Team, and reports to, and works closely with, the organization's President.

WHAT YOU WILL DO

- Provide strategic direction and leadership for Community Vision's capital deployment activities in pursuit of the organization's mission; ensure that the Capital Solutions department grows capital deployment in a manner that is rigorous, high impact, aligned with community priorities, and financially sustainable.
- Advise Community Vision's President and Executive Team on capital deployment strategies and execution, capitalization needs, opportunities, and areas for improvement.
- Lead strategic growth by guiding the identification and implementation of new capital strategies, offerings and initiatives that respond to community needs, compliment Community Vision's existing programs and products, and have clear metrics for success.
- Provide strategic guidance and input on fundraising and capitalization efforts related to Capital Solutions' products, programs, and initiatives.
- Guide department planning and budgeting with an eye toward transparency and accountability.
- Collaborate with Community Vision's impact team to ensure on-going, data-driven impact measurement and accountability.
- Advance Community Vision's commitment to racial equity and economic justice through a restorative and community- and client-centered approach to capital deployment and product development.
- Implement on-going assessment, continual feedback, and improvement of the department's systems and procedures that support capital deployment, operations, and portfolio/asset management.
- Provide support and direction to department Directors and staff by serving as a thought partner and resource, nurturing learning and continuous development, and supporting opportunities for staff leadership.
- Establish and guide a department accountability framework that incorporates goal setting, feedback loops, generative debriefs, and opportunities for iteration and course correction.
- Foster a department culture that values collaboration and inclusivity, high performance, problem solving, excellent client service, learning, and innovation.

WHO WE'RE LOOKING FOR

Ideal Qualifications

- Extensive (7+ years) successful experience managing commercial lending activities, preferably within a nonprofit lender, credit union, or other CDFI.
- Prior experience managing staff and managing a complex, high volume department.
- Experience in real estate-based lending, including deal structuring, and risk mitigation.
- Experience in underwriting complex affordable housing, commercial real estate, and/or small business transactions.
- Familiarity and experience with the NMTC program.
- Strategic thinker with ability to translate community expressed needs into actionable lending and/or investment opportunities.
- An entrepreneurial work ethic, creativity, and openness to exploring new ideas, systems, and financial tools.
- Dedication to a collaborative approach to work and management.
- Extensive track record of cultivating and maintaining internal and external relationships.
- Experience/interest in CDFIs, impact investing, and community/economic development.
- Experience or expertise on issues of racial and economic equity and the intersection of social justice and community economic development is highly preferred.
- Understanding of advanced business planning and growth strategies.
- Exceptional oral and written communication skills.
- Exceptional attention to detail and deadlines.
- Exhibit resilience, problem-solving orientation, and results-driven capabilities.
- Experience living, working, or organizing in the communities we serve – especially areas outside of the Bay Area; Central Valley knowledge is especially desirable.
- Maintain required job knowledge, skills, and core professional competencies. Attends and participates in required educational programs and staff meetings.

MORE ABOUT THE POSITION

The Vice President of Capital Solutions is a full-time exempt position. This position reports to the President of Community Vision. The salary for this position is between \$170,000 - \$210,000 annually, depending on experience if outside of the Bay Area salary will be adjusted based on cost of living of the region. Benefits include: 100% health insurance premium coverage for employees and a contribution towards dependent coverage, dental insurance, long-term disability and life insurance, transportation and cell phone subsidies, employer contributions towards retirement savings, three weeks' vacation, and a commitment to work/life balance. Occasional evenings and out of area travel may be necessary. The position involves regular computer and telephone use plus some minimal lifting. The position can be based at either of Community Vision's offices in San Francisco or Oakland. All staff are working remotely until January 2022.

TO APPLY

Send resume and cover letter via email to hr@communityvisionca.org. Subject line should read: Vice President of Capital Solutions. Cover letters should discuss your interest in the position and in working at Community Vision. Resumes without a cover letter will not be considered.

For more information on our programs and services, please visit our website at: communityvisionca.org.

Community Vision is an equal opportunity employer and is committed to providing applicants and employees with a diverse, equitable and inclusive environment free of discrimination and harassment. All employment decisions at Community Vision are based on business needs, job requirements and individual qualifications, without regard to age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), sexual orientation, or any other status protected by the laws or regulations where we operate. Community Vision will not tolerate discrimination or harassment based on any of these characteristics and encourages applicants with these characteristics to apply.