

LISC

EXECUTIVE DIRECTOR, LISC LOS ANGELES

ABOUT LOCAL INITIATIVES SUPPORT CORPORATION (LISC)

Today in America, and especially in the greater Los Angeles area, 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 unceasing COVID-19 pandemic, many are struggling even more in midst of unprecedented challenges to stay in their homes amid declining neighborhoods. For 43 years, LISC has supported people and places in need to achieve stability and resiliency—the very attributes everyone, and every community, requires. In 2021, LISC had a record year of unparalleled support, investing \$2.7 billion to catalyze opportunity in hundreds of historically underserved urban and rural communities nationwide. 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 pandemic's fallout.

Working 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

- \$251 million annual budget (2021)
- 678 organization-wide staff
- 38 local offices
- Over 2,500 local partners nationwide
- \$27 billion in investments, since 1979

Learn More

[LISC Leadership](#)
[Board of Directors](#)
[How LISC Works](#)
[2021 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 \$27 billion in small businesses, affordable housing, health, educational mobility, community and recreational facilities, public safety, employment, and other projects that help to revitalize and stabilize underinvested communities. In addition, LISC has supported the creation of 436,215 affordable homes and 78 million square feet of commercial space representing \$75 billion in total leveraged investments. Headquartered in New York City, LISC's reach spans the country from East coast to West coast in 38 metro offices and a wide-ranging rural program that reaches more than 2,400 counties in 49 states and Puerto Rico. LISC now aims to invest over \$3 billion to catalyze opportunity for people and places with 20% of investments targeted to rural places and BIPOC communities. LISC work: (1) empowers people so that more can contribute to and take advantage of economic growth; (2) transforms places experiencing district and underinvestment; (3) supports enterprises in building robust economies and communities; (4) drives systems innovation by working to address institutional challenges.

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

THE POSITION

A seasoned, achievement-focused leader, 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 Los Angeles that will positively impact the lives of thousands of individuals and families, particularly communities of color. LISC and its affiliates have served Los Angeles for 35 years. Since this time, LISC has provided \$871 million in grants, lending, and equity investments, which have leveraged an additional \$2 billion in investment. LISC has assisted 26 community-based organizations, helped create over 10,515 affordable homes, and financed over \$1.8 million square feet of retail and community space. Toward 2024, LISC LA envisions itself playing a leadership role in the thought and practice of preventing homelessness in the Los Angeles area. LISC LA also aspires to being an economic development innovator, connecting people to living wage jobs and supporting projects, programs, and policies that create healthy and inclusive communities of opportunity. Several of LISC LA's most recent initiatives and programs include: [Asset Building for](#)



[Communities of Color \(ABC\) program](#) providing growth capital to diverse business owners across Los Angeles County; [Black Economic Development Agenda](#) (BEDA), centering their resources and programs on closing the racial wealth gap; [Alternatives to Incarceration \(ATI\) programs](#) in two-year \$61 million pilot partnership with [Los Angeles County](#) and a [network of partners](#), that diverts people from jail; [Black Business Excellence Technical Assistance Initiative](#) and the [Digital Accelerator Program](#), two programs that are dedicated to supporting diverse-owned businesses; and [California Emergency Rental Assistance Program](#), leading a Local Partner Network of over 100 nonprofit and community-based organization to support vulnerable communities.

The Executive Director, an entrepreneurial and energetic leader, will provide overall leadership, strategic direction, and guidance for all aspects of LISC LA's current \$65 million programmatic structure. This position reports to the West Region Program Vice President and works closely, effectively, and harmoniously with other members of the LISC national management team and its national programs and affiliates. This position will be responsible for expanding LISC's role primarily in the city and county of Los Angeles as part of advancing economic inclusion. LISC Los Angeles has a strong operating base of nonprofit and private sector [funding partners](#) that includes recent partnerships with California Community Foundation, Citibank, Comerica Bank, HSBC, James Irvine Foundation, JP Morgan Chase, Kaiser Permanente, Pacific Premier Bank, and Wells Fargo. The Executive Director manages a \$2.5 million operating budget and a [talented team](#) of 15 economic and community development professionals. The senior management team includes a Deputy Director and three Senior Program Officers overseeing the office's Economic Inclusion, Housing, and Alternatives to Incarceration teams. This position is based in LISC's downtown Los Angeles office 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 Los Angeles. The Executive Director is responsible for raising capital and resources locally that will be leveraged by national LISC's support to support their [community partners](#). This leader will also recruit, manage, and collaborate closely with diverse, skilled, and broadly representative 18-member [Local Advisory Committee](#) (LAC) that provides civic leadership and strategic guidance on investments, policies, and programs and supports resource development efforts. To be successful, this goal-oriented leader must be a strong implementer of operational and programmatic excellence who can effectively partner with colleagues on the LISC national team to foster interdepartmental collaboration, strengthen cross-team communication, and ensure a culture of philanthropy across the organization.

RESPONSIBILITIES

The Executive Director will have the following primary responsibilities:



LEADERSHIP AND MANAGEMENT

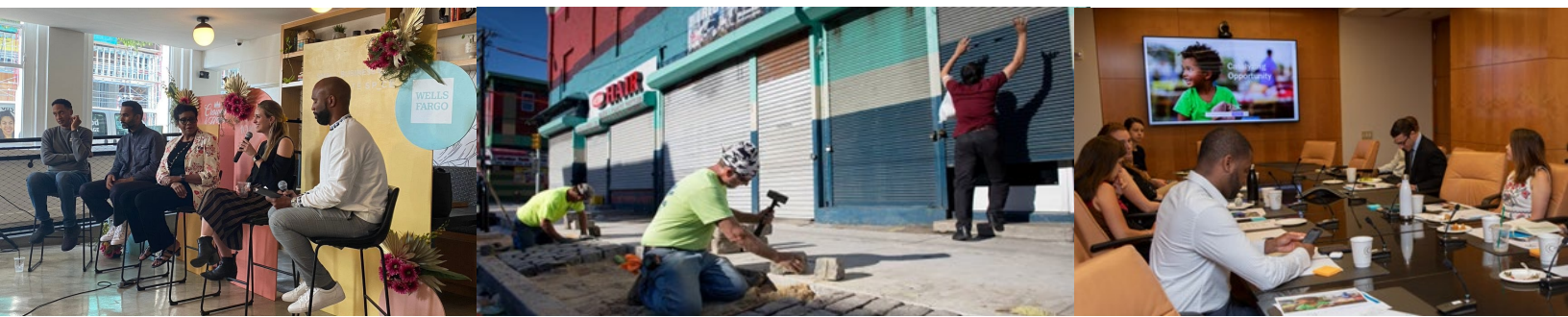
- Manage a dedicated staff and the Local Advisory Committee members to carry out LISC's strategy and operate its programs.
- Recruit, build, manage, and orient a diverse, skilled, and broadly representative LAC membership and team.
- Ensure the staff structure is fully optimized for strong performance and efficiency.
- 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 Los Angeles 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 greater Los Angeles.
- 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 LISC LA's operations, program activities, and projects.

MAJOR OBJECTIVES

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

- Review and reassess LISC's current program strategy and strategic plan and make the necessary changes to implement successfully all of their various programs that support local residents, families, and communities.
- Lead, build, and support a large team and an engaged Local Advisory Committee ensuring that both team and committee continues to reflect the rich, broad diversity of Los Angeles's peoples and industries.
- Build strong trusting relationships of reliability, respect, harmony, and mutual enjoyment both internally within LISC LA and national LISC, and externally to its many partners and stakeholders.
- 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.
- Cultivate, solicit, and secure key funding partnerships that optimizes LISC's efforts to serve as a strong market leader in Los Angeles 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 Los Angeles 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.
- Ability to lead a major local program that works closely and effectively with a national organization.
- 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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