POSITION TITLE: Chief Executive Officer
REPORTS TO: Board of Directors
JOB CLASSIFICATION: Full-time/Exempt

The Organization

What We Do

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.

Strategies We Pursue

- 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 our impact on the progress of people and places.
- Develop leadership and the capacity of partners to advance our work together
- Drive local, regional, and national policy and system changes that foster broadly shared prosperity and well-being.

Over the last 42 years, LISC and its affiliates have invested more than $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 37 markets with offices extending from Buffalo to the Bay Area and in 2,400 rural counties across 49 states and Puerto Rico. Visit us at www.lisc.org.

Summary

The new LISC CEO will be the fifth to hold the position and will inherit a proud tradition of service, effective advocacy, and sensitivity to the needs of local communities and private and public funders willing to invest in their future. The CEO has all of the accountabilities and authorities usually associated with a chief executive officer.
Effectively managing a complex and multifaceted financial organization, the CEO will be an inspirational and visionary leader, providing the necessary management, strategic direction, and fundraising required for LISC to build upon the impact and success of its programs and investments around the country. The CEO must provide substantive direction, articulate goals for success, and serve as a resource to program leadership.

The CEO will establish relationships with key donors in order to facilitate the ongoing flow of major grants and contributions; identify new sources of funding and revenue as appropriate; explore potential avenues for establishing new financial vehicles; and assure the success of LISC’s efforts to raise private and public resources needed to carry out its charitable activities.

The CEO will be a credible and passionate spokesperson who will provide a voice for communities in need, and be the face of the organization, able to coalesce support for LISC and represent LISC and its mission to all relevant stakeholders and constituencies, community organizations, major donors and other funders, and decision makers in the national, state, and local public policy arenas.

The CEO will foster a culture internally that:

- Embraces innovative thinking, enhancing LISC’s commitment to catalyzing opportunity for residents in urban and rural areas by helping connect them to safe affordable housing, quality education and job training, financial coaching, and much more – all the requisites for the successful, satisfying, and healthy life that everyone deserves; and
- Supports Diversity, Equity, Inclusion, and Justice (DEIJ) among LISC staff and ensures that DEIJ is an integral part of LISC’s strategy and the way LISC works, internally and externally.

**Pivotal Experience & Expertise**

- **Strategy and Vision** – Demonstrated ability to drive organizational progress, balance multiple priorities, and lead through change. Brings systemic, big-picture thinking and an articulate and informed voice for community development and racial equity.

- **Management and Operations** – Senior-level experience overseeing the financial and management systems required to support a thriving operation; familiarity with the key financial tools of the community development industry, including loans and equity investments as well as public and private funding. The ability to recruit, advise, motivate, and lead a diverse staff of highly accomplished people to whom much responsibility and authority are delegated.

- **Brand Elevation, Fundraising, and Stakeholder Engagement** – Highly developed communication and relationship-building skills. Ability to mobilize funds from individuals, corporations, foundations, and government agencies; ability to be entrepreneurial and innovative in this arena; experience collaborating with a Board of Directors and other partners to advance the mission. Understands how to drive brand elevation and visibility in the market.

- **DEIJ** – A demonstrated commitment to strategies that catalyze gains for people of color and contribute to growth in the communities where they live; a dedication to sustaining and enriching staff diversity and ensuring DEIJ in the workforce.
**Culture Impact**

- **Energetic Ambassador** – Empathic, approachable, and energetic ambassador who can inspire internal and external constituents and catalyze action.

- **Keen Business Sense** – Big picture thinker; an informed voice for community development; firm commitment to fiscal responsibility; and able to balance multiple priorities.

- **Innovative & Entrepreneurial** – Able to identify trends and take risks as appropriate, with an understanding of the essentials of risk management; and able to maintain balance and perspective.

- **Communicator** – A good listener and strategist; comfortable receiving input from many sources; and able to analyze and formulate disparate information into sound, well-organized plans.

Link to [Full Position Description](#).

**To Apply or Submit Nominations:** Please contact the Heidrick & Struggles Engagement Team at [liscceo@heidrick.com](mailto:liscceo@heidrick.com).

LISC IS AN EQUAL OPPORTUNITY EMPLOYER

**COMMITTED TO DIVERSITY, EQUITY, INCLUSION AND JUSTICE**