



LISC MILWAUKEE

EXECUTIVE DIRECTOR

POSITION SPECIFICATIONS

CLIENT

Our client, [Local Initiatives Support Corporation Milwaukee](#) (LISC Milwaukee), is a local office of one of the nation's largest Community Development Financial Institutions (CDFI), [Local Initiatives Support Corporation](#) (LISC). LISC enables local organizations to access national resources and expertise, and provides local funders opportunities to leverage community development investments. Over the next three years, LISC will invest more than **\$3 billion** to catalyze opportunity for residents and communities for whom the American Dream has remained a dream—when it should be reality.

In 1979, when the Ford Foundation first conceived of LISC, it envisioned a smart and nimble non-profit that would connect hard-to-tap public and private resources. LISC is an “intermediary,” for the underinvested places and for people working to access opportunities.

Through LISC's 35 [local offices, a rural](#) program that reaches more than 2,100 counties in 45 states, and [LISC-founded affiliates and entities](#), they work with a vast network of community-based partners to make investments in housing, businesses, jobs, education, safety and health.

On the ground

LISC is in more places than any other community development organization. They have staff, expertise and relationships in 35 local offices.

Listening

LISC engages local leaders and neighbors to plan, set goals and measure progress. They bring local issues to state and national policy leaders.

Innovative

LISC tests ground-breaking ideas locally and adapts them nationally for places as diverse as Milwaukee, the Mississippi Delta and San Francisco Bay.

Leveraging partnerships

LISC invests in distressed neighborhoods for maximum impact. Every dollar they invest attracts another \$3 in private capital.

Sees the big picture

LISC’s approach is comprehensive as they work on housing, businesses, education, jobs, health and safety in the same place at the same time.

Perseverant

Markets go up and down, political winds shift, fads come and go. LISC stays the course.

Make an Impact

LISC communities, including Milwaukee, are better places to live, more people have jobs and incomes rise. [See our results.](#)

LISC National maintains a Board of Directors and each office, including Milwaukee, has their own respective Local Advisory Committee (LAC). LISC Milwaukee’s LAC, made up of local leaders, oversees local program activities and ensures that the program meets local needs.



LISC Milwaukee receives funding from banks, corporations, foundations and government agencies and use that funding to provide financing ([loans](#), [grants](#) and [equity](#)) and technical and management assistance to local partners and developers. To learn more about LISC Milwaukee [click here.](#)

LISC sponsors the *Milwaukee Awards for Neighborhood Development Innovation* (known as the MANDIs), celebrating 21 years of the “good news” of successful efforts to revitalize neighborhoods and strengthen the Community. From public nominations, a volunteer Selection Committee awards MANDIs in six categories at a public event in December.

RESPONSIBILITIES

LISC seeks an experienced leader to be the Executive Director in Milwaukee to provide direction and guidance for all aspects of LISC’s programs in Milwaukee. The ED is responsible for raising capital and resources locally that are leveraged by National LISC’s support.

The ideal candidate will reside in or near Milwaukee, and/or have strong ties and connections in the region. They will demonstrate **cultural competency working with**



diversified communities, and have a track record of shaping real estate projects and growing organizational capacity.

The Executive Director (the “ED”) will report to the LISC Program Vice President for the Midwest. The ED will also work closely with, and be

advised by, a Local Advisory Committee of 18 members.

The ED will lead and manage seven staff members: Deputy Director, Community Development Program Officer, Lending and Affordable Housing Program Officer, Commercial Revitalization Program Officer, Housing & Community Engagement Program Officer, Assistant Program Officer, and an Operations & Fiscal Manager. In addition, the ED will manage a budget of \$3 million.

This is a key position within LISC and the Milwaukee ED provides the strategic direction and guidance for all aspects of LISC’s future program vision and implementation in Milwaukee. The position requires a strong commitment to the role of community-based non-profit organizations as agents of positive community 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 Milwaukee. The ideal candidate will have the experience to develop and lead LISC Milwaukee’s investment strategies.

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.
- Implement a strategy for expanding affordable housing in Milwaukee.

Public Policy and Advocacy

- Provide leadership on housing and community development policy issues in Milwaukee.
- 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.

Fundraising

- Identify and cultivate leadership from key corporate, foundation and other prospective donor sectors who share an interest in community development.

- Work with the leadership of the Local Advisory Committee to raise sufficient funds annually to finance Milwaukee LISC program activities and projects.



Leadership and Management

- Manage a staff and the Local Advisory Committee members to carry out LISC’s strategy and operate its programs.

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 Milwaukee.

REQUIRED EXPERIENCE

- Demonstrated track record in providing leadership for the development and implementation of strategic vision.
- Ability to establish priorities that align with a strategic plan and manage multiple agendas and programs effectively.
- Strong oral and written communication skills, including experience speaking publicly in diverse forums.
- Knowledge, understanding of, and experience in community development strategies, including working knowledge of real estate related resource and capital development strategies utilized in real estate and community revitalization efforts.
- Knowledge of policy in the Milwaukee, Wisconsin region.
- Fluency using and understanding data to inform decision making.
- Entrepreneurial orientation; ability to seek out creative approaches to community issues.
- Proven ability to work in culturally and ethnically diverse environments.
- Experience building and facilitating relationships within and among various sectors.
- Demonstrated management experience, including staff development, financial management, and office administration.
- Strong interpersonal skills and ability to work effectively with a wide variety of people and organizations, including senior level corporate, philanthropic, public sector representatives and community leaders; ability to inspire trust and to motivate staff and partners.

EDUCATION AND REQUIRED QUALIFICATIONS

- Bachelor’s degree in business, finance, real estate or related fields. Master’s degree preferred.

- Minimum ten (10) years senior level experience in community development, real estate, capital development and community revitalization.
- Experience in shaping affordable housing through development or lending.
- Demonstrated ability to attract and sustain philanthropic funding.
- Strong oral and written communication skills, including experience speaking publicly in diverse forums.
- Demonstrated management experience, including staff development, financial management, and office administration.
- Some domestic travel is required.

COMPENSATION

Compensation will be market and situation-based, corresponding to the experience level, credentials, and personal characteristics of the candidate along with a full range of employee benefits.

APPLICATION PROCESS

EFL Associates, an executive search firm, is assisting LISC with this important search. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled.

NON-DISCRIMINATION

Our client and EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, color, gender, creed, national origin, disability, veteran status or any other legally protected categories pursuant to applicable federal, state or local law and are committed to diversity and inclusion.

EFL ASSOCIATES
700 West 47th Street, Suite 1100,
Kansas City, MO 64112
Phone: 816.945.5400 www.effassociates.com

Nancy Huckaba, Vice President, National Nonprofit Practice Leader
Email: nhuckaba@effassociates.com

Jessica Galbraith, Senior Executive Recruiter
Email: jgalbraith@effassociates.com