



**LOCAL INITIATIVES SUPPORT CORPORATION  
JOB ANNOUNCEMENT**

**POSITION TITLE:** Senior Program Officer – Hampton Roads  
**REPORTS TO:** LISC Hampton Roads Executive Director  
**JOB CLASSIFICATION:** Exempt / Full Time  
**LOCATION:** Norfolk, Virginia

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**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 40 years, LISC and its affiliates have invested approximately \$20 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 markets with offices extending from Buffalo to San Francisco. Visit us at [www.lisc.org](http://www.lisc.org)

**Position Summary**

LISC Hampton Roads seeks a Senior Program Officer who will be responsible for leading all aspects of LISC's programmatic portfolio including, but not limited to, community engagement, community impact assessment and measurement in Hampton Roads.

The ideal candidate will be responsible for working with diversified communities, and have a proven record of leadership in shaping programs designed to positively impact social determinants of health and

community development by providing technical expertise and growing organizational capacity to community-based organizations in the Hampton Roads Area.

### **About**

LISC Hampton Roads was founded in 2019 and is LISC's newest office. LISC Hampton Roads' inaugural program has a particular focus on impacting the health of people and places through community development. This position will support the introduction of LISC to the Hampton Roads region of Virginia, assist the executive director to market and build the new office and programmatic work, and support the stewardship of major institutional partnerships.

### **RESPONSIBILITIES:**

- Manage key relationships with public and private partners. Work closely with City, County, State, healthcare, and community partners in the development of projects.
- Assist the executive director advance the Sentara/LISC partnership to positively impact the social determinants of health using affordable and supportive housing finance, improved access to economic opportunity, and capacity building to existing community development organizations.
- Manage the health initiative design including working with staff, consultants, and/or partners to aggregate baseline data from disparate data sets, analyze data sets to understand opportunities, shape program design accordingly, and develop impact metrics and tracking systems.
- Work closely with LISC National staff to use existing LISC resources including grants and loan funds, capacity building and economic opportunity programs to advance LISC HR work plans.
- Provide strategic guidance, hands on support, and the facilitation of community organizations, neighborhood partners and residents to provide community building, programmatic and organizational development expertise, technical assistance, training and support.
- Identify and cultivate partnerships and resources to support neighborhood efforts; manage complex public and public-private partnerships. Maintain positive relationships with core customer base, identifying and responding to new business opportunities, and actively participating in and facilitating meetings and conferences.
- Lead the design and launch of a Financial Opportunity Center network coordinating training and reporting with National LISC for neighborhood-based employment and financial coaching centers.
- Assist in the implementation of a housing investment strategy including building pipeline of projects aligned with strategic goals and financing products, engaging with borrowers and other leaders to assemble resources, and collaborating with national LISC to deploy capital.
- Work directly with program staff and neighborhoods partners to understand evaluation models, data-related areas of inquiry, and related topics to build local capacity to design, implement and document effective community development practice.
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- Work with program and communication staff to analyze both qualitative and quantitative data to prepare balanced documentation of program outcomes.

### **Manage internal LISC processes**

- Prepare and manage program budgets, in consultation with the Executive Director and relevant team members.
- Work with team to raise additional resources for the initiative. Assist in preparing funding proposals, applications, reports, presentations, and tours as required by funders, investors, LISC National and others.

- Prepare, monitor, track and administer LISC investments, performance and outcomes.
- In consultation with the Executive Director, hire and manage staff, interns and consultants related to community development efforts led through this role.
- Support Virginia LISC's communications strategy as it relates to neighborhood activities including on-line communications and quarterly newsletters.
- Collaborate and coordinate with colleagues in the local and national LISC offices regarding other technical assistance, programmatic and real estate investments.
- Perform all other duties as assigned.

**QUALIFICATIONS:**

- Bachelors' Degree from an accredited college or university in education, health, business or public administration. Master's degree preferred.
- Minimum of 5 to 7 years' experience in Social Determinants of Health work, community development or related field, with demonstrated experience in program design, data analysis, metrics analysis, and program evaluation.
- Familiarity with the Hampton Roads area market. Working knowledge of the economic, political, and social environments of the Hampton Roads area, especially lower income neighborhoods, organizations, and community development efforts.
- Ability to work collaboratively with others.
- Passion for the mission of LISC and commitment to the community development sector including its critical role in advancing racial equity and inclusion.

**Salary**

LISC offers a competitive salary and excellent benefits.

**To Apply**

Submit cover letter and resume to [fsresumes@lisc.org](mailto:fsresumes@lisc.org)

Please include "Senior Program Officer Hampton Roads" in the subject line of your email.

We thank all applicants for their interest; however only those candidates selected for interviews will be contacted. (No phone calls please)

**LISC IS AN EQUAL OPPORTUNITY EMPLOYER  
COMMITTED TO DIVERSITY AND INCLUSION**