Position Description: Director of Transformative Recovery
Position Location: St. Paul, MN
Job Classification: Exempt / Full Time
Reports To: Executive Director

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 $22 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

LISC Twin Cities
As one of LISC’s 36 local offices, LISC Twin Cities (LISC TC) has provided capital, strategy and know-how to our local community development partners. Our work benefits one out of every five people in Minneapolis and St. Paul. Since our founding in 1988, we’ve invested more than $900 million of LISC resources and leveraged $3.3 billion in additional investments—all to support local community development projects. As a result more than 19,700 families have access to affordable places to live;
10,000 people have improved their financial stability; and local neighborhood residents are enjoying 2 million square feet of new or renovated community and commercial space. For more information, visit us at www.lisc.org/twin-cities.

**Position Description**
LISC Twin Cities is excited to announce a new role for a Director of Transformative Recovery. The Director of Transformative Recovery will report to the Executive Director as a member of the local leadership team, and will work closely with the Senior Lender, all members of the LISC TC team and across LISC National departments. This position was created to lead LISC TC’s work in seeking a transformative recovery from the civil unrest in Minneapolis and St. Paul cultural districts, underscored by the twin pandemics of COVID-19 and systemic racism. With primary responsibilities for leadership of the Community Asset Transition (CAT) Fund and Developers of Color Capacity Building Initiative, the ideal candidate will have substantial experience with real estate development, financing and technical assistance for projects located in underinvested neighborhoods; assembling and structuring debt, equity and grant capital; deep ties and experience building relationships, networking and collaborating effectively with ethnically/culturally/socio-economically diverse community organizations and businesses in Twin Cities cultural districts; relationships with local government, philanthropy and financial institutions; and deep passion for and commitment to diversity, equity, inclusion and justice.

The Director of Transformative Recovery will also serve as the primary liaison between LISC TC and the many community partners engaged in the recovery, ensuring that the principles and practices of equitable development are applied in economic development, wealth creation and affordable housing activities. To do this, and ensuring successful implementation of the CAT Fund and Developers of Color Capacity-Building Initiative, the Director of Transformative Recovery will seek to identify and implement constructive roles LISC can play as a backbone organization, including supporting the partners representing communities’ visions and those most affected by development activities, developing and deploying creative financial resources, and championing policy changes needed for genuinely transformative and equitable change.

The CAT Fund, currently capitalized at more than $25 million, operates as a flexible, affordable pool of capital to enable the short-term acquisition of commercial and residential properties in or near the cultural districts that were impacted by the civil uprising following the murder of George Floyd and the economic fallout of the COVID-19 pandemic. Designed to help secure key properties and allow time to cultivate a vision for transformation and ownership that reflect the goals of and build wealth in the community, the CAT Fund will also provide technical, predevelopment, and capacity supports to prospective developers and long-term owners to help them prepare for development and sustainable property ownership.

The Developers of Color Capacity Building Initiative aims to dismantle systemic inequities that exist for Black, Indigenous and People of Color in an industry that has historically thrived within systems of structural racism. The initiative will better support, position, and increase the number of developers of
color who move beyond predevelopment to project completion, and will go beyond training to provide equity and resources for implementation of an actual development project. LISC TC is offering significant financial and technical resources to 6-8 developers, including funding for predevelopment, access to equity and permanent financing to help fill financial gaps, and access to development services, such as project management, design, legal, brokerage, marketing, construction, and financing expertise.

**Responsibilities**

- Develop and implement the CAT Fund lending strategy that responds to community goals in the cultural districts affected by the civil unrest and the larger surrounding neighborhoods.
- Work with community development partners to assess feasibility, develop realistic financing strategies, access public subsidies and conventional financing in order to assure successful project execution.
- Originate, structure and underwrite financing request, including analyzing operating performance, historical and projected financial performance, management capacity, organizational structure and project feasibility for commercial, mixed-use and affordable housing projects.
- Coordinate internal and external relationships that are critical to a successful transformative recovery, including growth and implementation of the CAT Fund portfolio including relationships with LISC Lending, Finance, Strategic Investments and other national and local staff, originators of New Markets Tax Credits transactions via LISC affiliate NMSC, financial institutions and other program partners.
- Coordinate with LISC TC’s Creative Placekeeping activities to integrate the efforts and assure that arts and culture are centered within the approach to recovery.
- Lead the implementation of Developers of Color Capacity Building Initiative, including co-design of curriculum; facilitation of peer cohort meetings; technical assistance with financing, government approvals and access to private equity; selection and management of consultant team including development industry professionals and an evaluator; and building out relationships with mentors and project champions.

**Qualifications**

- Bachelor’s degree from an accredited college or university in Finance, Business Administration, Public Policy, Community Development, Planning, or related field. Master’s Degree a plus.
- Minimum 7 years of demonstrated experience in the field of community development, with preference for real estate development experience, including project financing, market analysis, deal structuring, and financial analysis.
- Commitment to the community development sector and the critical role of nonprofit organizations in driving racial equity, economic justice and social change.
- Deep knowledge of financing products such as predevelopment, acquisition, construction, bridge and permanent loans; lines of credit; and tax credit equity.
- Demonstrated ability to manage multiple, complex transactions at various stages and coordinate with multiple internal and external parties to meet approval and closing deadlines.
• Agility in moving among all participants in the community development system including community-based organizations, small businesses, real estate industry professionals, local government, financial institutions and philanthropy.

• Credibility in the communities we serve, both geographically in disinvested Twin Cities districts and neighborhoods, and among leaders, business owners and residents who are Black, Indigenous and People of Color.

• Record of accomplishment building coalitions and consensus among diverse groups to achieve goals.

• Experience attracting and sustaining philanthropic funding for strategic local initiatives that support a bold mission.

• Strong project management skills; ability to drive simultaneous, complex projects to measurable success while aligning with organizational strategy.

• Excellent writing and communication skills.

• Experience using quantitative and qualitative data/information to both tell a story and evaluate success with varied audiences.

• The ideal candidate will be proactive, organized and possess exceptional interpersonal and creative problem-solving skills.

• Ability to work independently and as a part of a team in a fast-paced environment.

LISC offers a competitive salary and excellent benefits.

Email a resume and cover letter to TCJobSearch@lisc.org. Please include “Director of Transformative Recovery” in the subject line of your email.

LISC IS AN EQUAL OPPORTUNITY EMPLOYER
COMMITTED TO DIVERSITY, EQUITY, INCLUSION, AND JUSTICE