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.

Building upon a great legacy, the new LISC CEO will be an inspiring and visionary leader who will steer this important organization through its next impactful decade. The CEO will be the spokesperson for the organization, maintaining, building, and establishing relationships with key partners and donors in order to facilitate the ongoing flow of major grants and contributions and debt and investment capital. The CEO will have the opportunity to lead a talented and committed team to define the strategic direction of this organization, and to design and implement its approach to creating and scaling impact in communities across the country.

The CEO reports to the Board of Directors and also serves as a voting member of the Board.
Key Responsibilities

The CEO will be responsible for overseeing the mission, vision, strategic direction, and day-to-day operations of the organization. They will guide LISC on all financial, fundraising, credit, leadership, and policy matters. The CEO will be a tireless advocate for diversity, equity, inclusion, and justice, both within LISC and on behalf of the people and communities LISC serves. The CEO will be responsible to the Board for effective implementation of all policies and programs. The CEO will have all of the customary authorities and accountabilities.

The essential duties and responsibilities are:

- **Strategic Vision and Mission** – Develop and lead the organization’s strategic direction for the next decade. Embody and promote the vision and mission of the organization and its affiliates. Fuel innovative and bold thinking of the Board and staff to update the vision and mission as needed.

- **Leadership and Management** – Guide an innovative, committed leadership team to ensure that near-term and long-term goals are established, measured, and achieved. Review the organizational structure to ensure it is optimally aligned and that resources are in place to achieve stated goals. Maintain, nurture, and, when necessary, renew a staff of talented and highly skilled professionals who are indispensable to its ongoing success. Foster a culture of collaboration and partnership.

- **Operational Excellence and Financial Oversight** – Review and assess LISC’s portfolio of loans, investments, and programs to effectively manage risks, capitalize on strengths, and address underperforming initiatives. Enhance operational policies, procedures, and communications to support a growing organization and promote good governance and transparency. Ensure the long-term financial health and sustainability of LISC and its affiliates, and oversee the creation and implementation of the organization’s financial and business plans.

- **Commitment to Diversity, Equity, Inclusion, and Justice** – Lead a demonstrably inclusive organization to enhance LISC’s programs and performance and to build on LISC’s DEIJ initiatives. Ensure that LISC’s programmatic strategies include efforts to close racial health, wealth, and opportunity gaps for Black, Indigenous, and people of color.

- **Fundraising** – Actively drive fundraising for the organization, including stewarding existing funders and developing opportunities with new funders and from new sectors.

- **Relationship Management** – Cultivate and leverage relationships and partnerships with funders, government agencies, local partners, and other CDFI’s throughout the country. Take an active role in guiding the strategic direction of LISC’s affiliates. Integrate and bridge the efforts of LISC and its affiliates into a coherent and financially sound whole.

- **External Relations** – Serve as a voice and passionate advocate for LISC, its partners, and the industry. Represent the organization and the industry as a spokesperson, technical and policy expert, and thought leader.

- **Organization Risk** – Direct the organization’s operational, financial, credit, reputational, and other enterprise risk framework. Ensure the ongoing implementation of LISC’s enterprise risk management plan and encourage a management climate that is keenly attuned to risk management.
• **Board Relations** – Foster a cohesive and collegial working relationship with the Board Chair and individual Board members, and effectively use their individual expertise to benefit LISC. Be strategic in the development and recruitment of new Board members. Work with the Board to ensure effective Board governance and alignment with non-profit and industry best practices.

• **Travel** – Frequent travel required throughout LISC’s national footprint.

**The Candidate**

**Experience and Professional Qualifications**

LISC seeks an inspirational leader who brings experience in managing complex organizations. This person must be experienced in strategic planning and prioritization, able to inspire both internally and externally, and capable of articulating a compelling vision for LISC and the communities and people LISC serves. This leader must have a deep passion for and commitment to social justice and to LISC’s locally driven and partnership-based approach.

The ideal candidate will bring other experience and qualifications, including:

**Experience and Qualifications**

• Visible passion for, and professional alignment with, LISC’s mission and programmatic strategies to close racial health, wealth, and opportunity gaps for Black, Indigenous, and people of color.

• Demonstrated creative, but pragmatic, thinking, planning, and implementing skills with proven experience and ability to drive operational excellence, prioritization, and results.

• Experience overseeing the financial and management systems required to support the thriving operation of a complex organization; experience building excellent operational structures; familiarity with the key financial tools of the community development industry, including loans and equity investments, as well as public and private funding.

• A track record of inspiring, mentoring, developing, and retaining high-caliber, diverse teams in a dynamic environment, and fostering collaborative, inclusive cultures.

• Highly developed communication and relationship-building skills. Ability to mobilize funds from corporations, foundations, government agencies, and individuals, and 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.

• Significant experience or exceptional acumen to serve as an external spokesperson, fundraiser, and industry leader at the national level.

• Experience or exposure as an advocate and spokesperson in areas of complex public policy. Effective interpersonal skills with the ability to be persuasive with a variety of constituents and partners.

• Bachelor’s degree required.
Compensation

LISC offers competitive salary (base salary range $500,000 – $650,000; salary commensurate with experience and qualifications), plus bonus eligibility and fringe benefits.

To Apply

Please send your cover letter and resume or candidate recommendations to LISC@KornFerry.com or the Korn Ferry team, listed below.

LISC IS AN EQUAL OPPORTUNITY EMPLOYER

COMMITTED TO DIVERSITY, EQUITY, INCLUSION AND JUSTICE