



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Community Vision

President

Position Description & Candidate Profile

President

Location

San Francisco, CA

Reports to

Board of Directors

Our Client

With offices in San Francisco, Oakland and Fresno, and a staff of 40, Community Vision is a Community Development Financial Institution (CDFI) that promotes economic justice and alleviates poverty by increasing the financial resilience and sustainability of community-based nonprofits and enterprises. Through flexible financial products and sound consulting and advice, Community Vision creates opportunities to make socially responsible investments that revitalize Northern and Central California communities.

Since its founding in 1987 as the Northern California Community Loan Fund, Community Vision has been connecting investors to communities, lending to nonprofits, small businesses, and cooperatives, and providing financial and real estate consulting to organizations that share the organization's vision of sustainable communities and social, racial, and economic justice. Community Vision has invested more than \$350 million in projects throughout California, impacting the lives of more than 1.5 million of its neighbors. Community Vision's lending and consulting services support organizations that provide affordable housing, equitable and sustainable access to healthy food, community arts, and critical social, medical and youth services.

Standing proudly as an anti-racist organization, Community Vision recognizes that a history of discriminatory financial practices and intentional disinvestment have contributed to a lack of economic progress in low-income communities and communities of color. Community Vision provides capital and technical assistance for communities that have been systemically disinvested to ensure fairness in opportunities, resources, and rights for everyone.

Learn more about Community Vision at <https://communityvisionca.org>!

Position Responsibilities

Community Vision seeks a dynamic, visionary leader with a strong equity lens who will take the organization to exciting new heights by leveraging a background of executive leadership and management experience, business and partner development skills, knowledge of the lending environment, experience with and knowledge of scaling organizations, experience with culture change, and above all, a commitment to driving sustainable strategies that embrace equity and inclusion principles, benefiting communities disproportionately affected by racial and economic injustice. The President will lead Community Vision's strategy development through identifying growth opportunities and expanding partnerships and other resources to capitalize on them. The President has overall strategic accountability and operational oversight for Community Vision's staff, programs, growth and the successful execution of its mission.

Reporting to the Board of Directors, the new President will collaborate with the board, staff, partners, and community stakeholders to deepen the organization's impact in promoting equity and building strong and healthy communities. Serving as Community Vision's primary spokesperson and chief ambassador, the President will inspire confidence with both external and internal audiences while demonstrating superior leadership, management, and communication skills.

More specifically, the President will be responsible for:

Leadership and Management

- Providing vision and leadership in pursuit of Community Vision's mission; ensuring that the organization continues to implement impactful lending programs and high-quality consulting services
- Fostering an organizational culture that values high performance, high quality services, successful and measurable outcomes, and rigorous evaluation
- Taking great care, and applying experience and expertise, to build a cohesive, high-functioning team
- Advancing Community Vision's commitment to racial and economic equity, building awareness of these important issues in the CDFI field, the banking industry and beyond
- Providing vision and direction to senior management and staff by encouraging innovation and continuous development and fostering a healthy, equitable organizational culture

- Advising the Board on policy and strategic matters, nurturing and supporting Board leadership efforts to ensure exemplary governance and oversight, and assisting with Board recruitment, orientation and development efforts

Strategy and Planning

- Leading and overseeing ongoing strategic planning as well as tactical and budget planning with an eye toward transparency and accountability
- Guiding the implementation of the strategic plan; overseeing the identification and development of new programs and products including lending, technical assistance and capitalization
- Coordinating involvement in public policy, advocacy work, and public education efforts

Fundraising, Lending and Communications

- Providing leadership in fundraising and capitalization by overseeing development strategies, and serving as a liaison to partners and funders
- Overseeing management of assets and compliance with all government and investor requirements
- Overseeing lending activity by reviewing and approving organizational lending decisions including loan commitments, closings, extensions, renewals, and other actions
- Supporting team members to innovate consulting programs and platforms to build capacity among nonprofit organizations and other customers

Profile of the Successful Candidate

Community Vision's next President will be a strong leader who is passionate about community development and sustainability, with a real capacity to drive cultural change. Community Vision will welcome an informed and well-respected leader who is familiar with the points of intersection of economic and policy development, advocacy, and equity. The new President will also be able to appreciate how innovative problem-solving can empower communities and change lives. The successful candidate will possess proven leadership, relationship management, equity acumen, and staff development experience. The successful candidate will have experience at the intersection of social justice and finance. This could include the CDFI industry or, more broadly, the financial services industry, and will also demonstrate strong values alignment with Community Vision, combined with unimpeachable personal and professional integrity.

More specifically, Community Vision seeks a professional who embodies the following:

- Track record demonstrating a strong commitment to building social, economic, and political power in low-income communities
- Excellent ambassadorial and investment/partnership development skills
- A strong track record in building sustainable organizations and/or companies, including the ability to develop and cement investing relationships
- The ability to marshal internal resources to capitalize on opportunities that emerge from relationship and partnership development
- Sophisticated understanding of diversity, equity, and inclusion issues, and experience helping organizations to make internal cultural shifts to be a truly anti-racist organization
- Excellence in inclusive organizational management, including the ability to coach and manage individuals, develop high-performance teams, and unify a geographically dispersed staff
- Exceptional written and verbal communication skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to strategic planning

Additionally, the successful candidate may have:

- Advanced degree in a related field
- Significant senior management experience in either the nonprofit or private sector
- Experience in, or around, the CDFI field

Start Timeframe

We seek to have someone in place by early Q1 2021.

Compensation

This position offers a competitive salary and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner or Monica Rodgers, Senior Consultant. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.