

Position: 1830A Commercial Lending Sector Leader – Charter Schools

Locations: Durham, NC (Preferred); Chicago, IL; Los Angeles, Ca; Oakland, CA; or Fresno, CA also considered.

The Organization:

Self-Help is a leading national community development financial institution headquartered in Durham, NC. Since 1980, Self-Help has provided over \$7 billion in financing to 146,000 families, individuals and businesses. It helps drive economic development and strengthen communities by providing responsible financial services; lending to individuals, small businesses and nonprofits; developing real estate; and promoting fair financial practices across the nation. The Self-Help family of nonprofit organizations includes Self-Help Credit Union, Self-Help Federal Credit Union, Self-Help Ventures Fund and the Center for Responsible Lending. Through its credit union network, Self-Help serves over 145,000 people in North Carolina, California, Chicago and Florida. Learn more at www.self-help.org, www.self-helpfcu.org and www.responsiblelending.org.

Position Description:

Self-Help is seeking a Commercial Lending Sector Leader to lead our lending efforts to Charter Schools to join our team. This individual will lead the development and implementation of strategies to maintain Self-Help as a national lender to public charter schools and to influence the public education reform movement.

Self-Help's twenty-year commitment to public charter school lending has grown out of our mission to create ownership and economic opportunities for people of color, women, rural residents, and low-wealth families and communities. We recognize that development of a community's human assets is as important as developing its financial assets. Consistent with our overall approach, we reach out to charter schools in communities that have been left out of the financial mainstream, schools that are incorporating racial equity practices into their work, and academically high performing schools whether independent or part of a charter management organization. Charter school financing has evolved to become a major focus of Self-Help's lending—we have made more than 140 loans totaling more than \$350 million, enabling school to create or maintain more than 40,000 space for predominantly low-income students.

The individual will focus on helping the team build and strengthen external partnerships, build on-going expertise in finance and innovations, and deploy high-priority capital that supports entrepreneurs and not-for-profits investing in charter schools. The Sector Leader will lead the outreach and development that brings charter school borrowers to Self-Help. The individual will work with teammates to develop products that support the underwriting, approval, and funding of borrowers and borrower initiatives that meet Self-Help's goals, mission and underwriting criteria.

Essential Responsibilities:

- Lead the development and assessment of commercial lending programs, products and procedures, including:
 - Developing and leading the implementation of strategies to further our impact on charter school lending and with an impact on Self-Help mission communities.
 - Becoming the organizational expert for charter school lending through such work as maintaining and building relationships, participating in meetings and associations, and monitoring regulatory change.

- Developing loan products that fit with Self-Help mission, market and underwriting criteria.
- Working with the Development, Policy and Impact Team to identify sources of funding and subsidy.
- Working across sectors to identify/share learnings and/or components that might be integrated into other areas of the Commercial Lending Team's work.
- Being a credible and influential leader to internal and external colleagues of Self-Help.
- Market loans to existing and new referral sources and potential borrowers.
- Remain attuned to policy landscape and provide opportunities to share best practices and technical assistance with referral networks, existing borrowers, and school leaders.
- Evaluate applicant financial information, management, collateral, and other driving criteria to ensure credit and mission quality.
- Originate and close loans and assist loan officers on credit analysis, including participating in related credit committee discussions.
- Develop sector goals, work with staff on achievement of sector goals, and provide ongoing coaching to team members related to sector lending. Meet loan production and delinquency goals for sector.
- Perform other duties as may be deemed necessary

Minimum Qualifications:

- 4 year college degree or relevant experience required plus 5 years' of related experience such as in lending, finance, education or community development.
- Knowledge and passion around the education sector. Ability to influence teammates and refine tools to increase targeted sector lending where appropriate.
- Ability to explore new sources of funding and credit enhancements for loan programs.
- Solid communication skills including the ability to present to multiple types of audiences.
- Ability to build effective business development networks that lead to loan deal.
- Strong quantitative skills:
 - Ability to spread and analyze financial statements, projections, cash flows and evaluate information.
 - Ability to do a quick risk assessment on key financial and other factors to determine if a loan might be viable for Self-Help.
- Ability to travel 30 - 40%.
- Ability to work productively in a team environment, including ability to set priorities and organize competing priorities.
- Proficiency with MS Word, Excel, and PowerPoint.
- Sensitivity to issues of low-wealth borrowers and a desire to work in a racially- and socially-diverse organization.

Desired Qualifications:

- Graduate degree in Business, City Planning, Public Policy or Law (or a related field).
- Experience in school education finance, school leadership or work with a charter support organization or school administration.
- Contacts and existing relationships within the charter school movement is a plus.

Physical Requirements:

Frequently requires use of manual dexterity and repetitive motions, primarily with the wrists, hands, and/or fingers. Must be able to occasionally lift and exert force of up to 10 pounds.

Compensation:

Competitive nonprofit salary, based on experience, plus a generous benefits package.

Application:

To apply, send resume and cover letter, describing why you are a fit for this position, to hiringmanager@self-help.org. Please include the position title and number as the subject. The position will remain posted until filled.

Self-Help is committed to providing equal employment opportunities to all persons regardless of race, color, class, age, gender, religion, disability that can be accommodated, marital status, ancestry, nationality, family status or sexual orientation.