

Executive Director of Community and Ecosystem Partnerships

Remote Worker - N/A, VA

Description

About Locus

Locus partners with communities, organizations, and ecosystems to work toward a future where everyone, no matter their background, location, or economic status, can live in healthy, thriving communities. Locus believes that essential to this vision is a capital system that centers community input and impact.

Established in 2006, Locus is a nonprofit holding company regulated by the Federal Reserve. Locus is the parent organization for a family of social enterprises, which includes Locus Bank, Locus Impact Fund, Locus Capital, and the Community Investment Guarantee Pool (CIGP). Locus assets have grown from \$15 million to \$600 million, and we have generated more than \$4 billion dollars in total impact in local communities to create jobs, energize places, and promote an enhanced quality of life.

With offices in Christiansburg and Richmond, Locus offers innovative and flexible financing tools and professional advisory services to individuals, places, organizations and sectors in low-to-moderate income and underserved communities. Locus Bank is an FDIC-insured, certified bank and B Corp offering products tailored to socially conscious investors, along with business checking, savings, and certificate of deposit accounts. Locus Bank is a majority-owned subsidiary of Locus. Member FDIC. Equal Housing Lender. Locus has an operating budget of approximately \$27 million and a staff of 90.

Learn more about Locus at www.locusimpact.org

The Opportunity

Reporting to the Chief of Partnerships, Investments and Impact Officer, the **Executive Director of Community and Ecosystem Partnerships** supports and leads a high-functioning team that provides systemic coordination of programmatic resources and investments in targeted geographies, regional food systems, and, through the Capital Region Small Business Development Center, small business counseling in the Greater Richmond area. The Team provides “boots on the ground” in communities and sectors to identify opportunities where Locus’ financial tools can make the greatest impact. Locus’ strategy is anchored in the belief that we must first understand the unique challenges of every community, region, or sector before we can find solutions that meet market needs. Our process starts with finding like-minded partners. We want to engage organizations that already understand community and

sector strengths, needs, and visions. Once we know who the changemakers are, we listen. As our potential role in realizing those visions takes shape, we offer our unique expertise, products, and services as tools to make real impact possible.

Position Overview

The **Executive Director of Community and Ecosystem Partnerships** is responsible for setting priorities to deepen the Team's impact in existing communities and sectors and identifying opportunities to expand our work. This position translates strategies into scalable solutions to community and sector challenges and aligns diverse financial resources to ensure sustainability and impact.

Requirements

Essential Duties and Responsibilities:

- Lead and support an empowered, talented, passionate, and mission driven four person staff and their diverse and growing portfolio of work, including implementation of the rural Southern Virginia place-based investment strategy; advancement of Locus' regional food system strategic initiative; enhancement of the coordination and impact of technical assistance provided to small businesses through the Capital Region Small Business Development Center, and the exploration of new places and sectors, including engagement with local ecosystem, community, and funding partners
- Define coordinated priorities and sustainability goals, budget, and impact targets.
- Cultivate and strengthen strategic relationships with Federal, state, and local agencies, foundations, corporations, financial institutions, partners, and other funders to identify and pursue significant opportunities, in collaboration with Locus' Government and Investor Relations Teams.
- Collaborate with Locus' lending team to steward financing opportunities to support the sector and community work.
- Define, document, collect, and champion financial and non-financial impact data.
- Identify and implement systems improvements and innovations for the Team that contribute to stronger internal collaboration and greater impact.
- Support the Locus brand stewardship and communications strategy by providing content, impact stories, and contributions to thought leadership informed by the work.
- Ensure that the place- and sector-based investment work is woven into all of Locus and championed by Locus leadership, including the Board.
- Lead and support the team in innovating, establishing and upholding values and standards of excellence related to community and partner engagement, service and product delivery.
- Work with the team to increase the profile of Locus and the Team's work through thought leadership (including speaking at conferences, authoring newsletter pieces) and advocacy efforts regionally and nationally.

Candidate Profile

We seek candidates deeply committed to our mission, vision, and core values. Our ideal candidate will be passionate about creating inclusive access to capital by leading a team of talented professionals in developing community and sector partnerships that advance Locus' mission and goals.

- Demonstrated commitment to Locus values and mission.
- Collaborative, innovative, and flexible leader with a track record of leading and supporting teams and organizational leadership.
- Successful track record of working in community with people of diverse socio-economic backgrounds. Lived or professional experience in rural communities preferred.
- Track record of securing resources to support community or sector-based work.
- Ability to organize and prioritize work activities to meet deadlines and ensure high-quality, timely work products.
- Ability to adapt to a dynamic, flexible, and fast-paced work environment.
- Ability to travel as required.
- Effective, confident, respectful, and timely communicator with internal and external stakeholders.

Technology

- Excellent Word, Excel, and Windows file management skills mandatory. Experience with Salesforce or other CRM tools. Locus is a Microsoft organization.
- Must be present remotely during regular Eastern Time Zone business hours.
- Access to high-speed internet bandwidth and reasonable proximity to Locus or a major metropolitan airport.

Remote, with preference for applicants located in Virginia, Maryland, North Carolina, and D.C.; frequent travel to Virginia and neighboring states required. Candidates must be able to accommodate meetings geared toward the Eastern time zone. *For candidates located in Richmond or Christiansburg, optional in-office space is provided.*

Compensation and Benefits

- \$160,000- \$185,000 annual salary, depending on skills and experience
- Annual bonus opportunity
- 16 days of PTO per year
- 13 paid holidays per year
- Medical, dental, vision, short- and long-term disability insurance
- Life Insurance
- Paid family leave options

- 401k savings plan with employer match

The review process for cover letters (required) and resumes will begin immediately. For additional information, or to nominate a candidate, you may reach out to Locus' search consultant Peggy Sand at peggylsand@gmail.com.

Locus is an Equal Opportunity Employer. Locus does not discriminate in hiring or employment practices based on race, color, religion, gender, age, sexual orientation, marital or familial status, national origin, non-job-related disability, or status as a veteran.