



Job Posting: Chief Executive Officer

Lower East Side People's Federal Credit Union is seeking an experienced and highly motivated professional to lead our community development credit union in its stage of growth. The ideal candidate will have served successfully in a leadership role at a financial institution, and will embody a deep commitment to the organization's double bottom line of community impact and financial sustainability. LES People's current CEO is retiring after twelve years of successfully leading the organization. The next CEO will be ready and able to lead LES People's as New York City's premier community development credit union.

ABOUT LES PEOPLE'S FCU

Lower East Side People's FCU is a nationally-recognized leader in the community development credit union movement and a certified Community Development Financial Institution (CDFI), with more than 8,500 members and \$55 million in assets. Organized by community residents in 1986 after the last local bank branch closed, LES People's mission is to promote economic opportunity by providing high-quality, affordable financial services and community development investments in low income, immigrant and other underserved communities. The credit union is a bilingual (English/Spanish) full-service financial institution providing a wide range of products and services, including savings and checking accounts, debit and credit cards, a full spectrum of loans, and business accounts, as well as financial counseling, tax preparation and other development services.

LES People's membership reflects the diversity of NYC and includes a historic membership base among low-income Latino and immigrant New Yorkers, micro and small businesses, and nonprofit community organizations, as well as limited-equity housing cooperatives that provide some of NYC's most affordable housing stock. LES People's has achieved dramatic growth in recent years, adding underserved communities to its field of membership and widening the range of financial products and member development services it provides to meet the needs of an increasingly diverse membership. The credit union operates longstanding branches in Manhattan's Lower East Side and East Harlem, and recently opened its third branch on Staten Island's North Shore.

LES People's is a member of the National Federation of Community Development Credit Unions, Opportunity Finance Network, and several New York City and State coalitions that advance fair lending and cooperative community development. LES People's received the 2015 NEXT Award from Opportunity Finance Network in recognition of its cutting edge work to bring financial resources to underserved NYC communities.

REQUIREMENTS

- At least five years of operations and financial management experience as a CEO, Senior Manager or Board member at a multi-level bank or credit union
- Strong references able to speak to candidate's leadership, supervisory and financial management track record
- Excellent communication skills and ability to work effectively with Board of Directors, staff, members, community organizations, federal regulatory agencies, and media



- Demonstrated commitment to community development mission of LES People's
- Excellent written and oral communication skills
- Bondable
- Bilingual Spanish strongly desired

PRIMARY RESPONSIBILITIES

The CEO directs the activities of the credit union and ensures adherence to the strategic vision, policies, goals and objectives established by the Board of Directors.

Essential duties and responsibilities include but are not limited to:

1. Maintain a sound plan of corporate organization, establishing policies to ensure adequate management and staff development, and to provide for capable management succession.
2. Prepare short- and long-range plans and budgets based on organizational goals and objectives.
3. Evaluate the results of overall operations regularly and systematically and report these results to the board.
4. Ensure that all organizational activities and operations are carried out in compliance with NCUA, local, state and federal regulations and laws governing business operations.
5. Direct the development and promotion of LES People's services.
6. Direct fundraising activities and reporting.

Board of Directors:

- With board, identify, implement and report on short and long-term strategic goals
- Keep board informed of operating, fundraising, personnel matters and other pertinent issues
- Propose to board policy changes and means to improve operations
- Communicate board decisions to staff, and present staff concerns to the board
- Provide financial reports and other materials for monthly board meetings

Administrative / Supervisory:

- Oversee performance of all credit union departments, programs and services, and ensure compliance with state and federal regulations
- Directly supervise five-person Senior Management Team
- Ensure adherence to policies and internal control procedures
- Promote open communication among staff, across departments and branches
- Oversee hiring, supervision and delegation of responsibilities among credit union staff
- Provide opportunities for staff training, development, and internal advancement

Financial Management

- Develop operating budgets and monitor performance and expenditures
- Ensure compliance with NCUA regulations and capital requirements, and internal control procedures
- Participate in and act on findings of periodic NCUA examinations
- Enter into business agreements on behalf of LES People's, as assigned by the board



Planning and Development

- Develop and coordinate strategic planning sessions with board
- Develop, implement and monitor short- and long-term business plans
- Identify opportunities for new services, lending, ATM and branch expansion, and field of membership expansion
- Propose and oversee new products and services development
- Establish and maintain relationships with current and prospective funders; and pursue appropriate funding opportunities
- Inform and monitor marketing and communication plans

Member and Community Relations

- Maintain positive relationships between LES People's and members, community organizations, government agencies, elected officials and other stakeholders
- Ensure participation of LES People's in community events
- Represent LES People's in coalitions and in the credit union movement
- Pursue partnerships with like-minded credit unions and organizations
- Monitor community and member needs and trends, and ensure that services respond to changing needs
- Be available and responsive to members

Applications are now being accepted; please respond by February 15, 2018.

Please submit a cover letter and resume to: HR@lespfcu.org

The Lower East Side People's Federal Credit Union is an equal opportunity employer. We value our diverse staff and membership and seek to maintain that tradition of diversity in all of our recruitment efforts. It is the policy of the Lower East Side People's Federal Credit Union to provide equal opportunity in all aspects of employment to all employees or applicants for employment without discrimination on the basis of regard to sex, race, color, religion, age, ancestry, national origin, disability, marital status, sexual orientation, gender identity, veteran status and any additional categories protected by applicable federal, state, or local laws. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions required of this position.