

CDFI President & Chief Executive Officer

THE ORGANIZATION

In September 2018, Northern Initiatives celebrated 25 years of committed service as a Community Development Financial Institution. We specialize in supporting the launch and growth of small businesses - offering money (more than \$65 million through 1,100 in loans) and know how. Our customers have created more than 5,000 jobs and continue to enable their communities to thrive.

With total assets of \$29 million, NI lends broadly across Michigan and Northern Wisconsin and supports place-based initiatives. Our passion is being a catalyst for local, impactful and sustainable businesses, especially in rural and minority urban communities.

A UNIQUE OPPORTUNITY

The President & CEO of Northern Initiatives has a unique opportunity to serve, make impact, enable social purpose, lead a highly qualified and expanding staff and work with a strong, geographically diverse Board of Directors. Our future leader will be an innovative doer who drives the continued growth of an organization that has cutting edge systems and robust processes; a strong network of partners, supporters and friends; a warm and friendly cultural climate and the opportunity for work / life balance.

KEY RESPONSIBILITIES

This position is responsible for the overall leadership, strategy, and stewardship of the organization. We are seeking a socially conscious and passionate leader who is financially astute and able to inspire commitment and facilitate advancement of the mission, goals and objectives of NI.

The ideal candidate will:

- Be a person of high integrity and character who embraces and lead change.
- Have a vision for and understand how to strengthen NI's position in existing markets, expand to new markets and enhance the organization's financial sustainability and impact reporting.
- Demonstrate ability to work with a Board of Directors in crafting a vision, strategy and multi-year direction for the organization.
- Demonstrate curiosity about and understanding of the communities, markets and businesses that we serve as well as the ability to grow systems and services to meet customer needs.
- Possess a combination of vision, strategic and operational management abilities. Has knowledge and experience in all aspects relevant to running a nonprofit financial institution including accounting, budgeting, policies and practices, strategic planning, investments, lending, advisory service delivery, human resources, marketing, information technology systems, regulatory requirements and risk management.
- Demonstrate knowledge and skill in developing and maintaining strong relationships throughout the NI service area with current and potential stakeholders including community leaders, banking institutions, funders, community and economic development organizations, government and other civic institutions.
- Have experience securing funding for all business operations from multiple sources including philanthropy, financial institutions, government, etc.
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- Have a solid understanding of small businesses; is familiar with urban, suburban and rural communities across the Great Lakes region and is abreast of local, regional and national economics including innovations in the CDFI industry as well as impact investing industries.
- Be skilled in selecting, managing, coaching, motivating and developing staff. Able to provide clear direction, goals, appropriate support and collaborative strategies.
- Be knowledgeable of and astute concerning community and cultural dynamics, equity, inequality and underserved populations.
- Have 7+ years of leadership experience including managing a multi-million-dollar budget.
- Provide leadership in fundraising and capitalization by overseeing development strategies and serving as a liaison to major development partners and funders.

Minimum Requirements:

- A bachelor's degree is mandatory. A master's degree is preferred.
- Ability to run a company headquartered in Marquette, Michigan.
- Some prior experience with nonprofits at the board or management level.
- Flexibility to travel across the Great Lakes region and beyond at least 25-40% of the time.

COMPENSATION

This is a full-time position. Compensation is commensurate with experience. Benefits include: health, vision, and dental insurance; flexible spending account with employer contribution; 403(b) with employer contribution; paid time off for certain holidays, sick days and vacation days; flexible hours.

TO APPLY

Please submit your resume and a cover letter to: CEOsearch@northerninitiatives.org.

For more information about Northern Initiatives, go to: www.northerninitiatives.org.

You may also check out the following articles about Northern Initiatives:

- <https://www.crainsdetroit.com/michigan-business/based-cdfi-expands-fund-businesses-statewide>
- <https://www.crainsdetroit.com/michigan-business/single-voice-economic-development-upper-peninsula>
- <http://www.miningjournal.net/news/local/2018/02/illustrative-of-marquette/>

Northern Initiatives is an equal opportunity provider, employer, and lender.