



RENDE
PROGRESS
CAPITAL

Position Description

Manager for Business Development and Engagement

SUMMARY DESCRIPTION OF FUNCTION ROLE: The Rende Progress Capital (RPC) Manager for Business Development and Engagement is responsible for cultivating and engaging Excluded Entrepreneurs of Color for RPC loan readiness, providing pre-loan readiness and loan service wellness and improvement counsel to such entrepreneurs, and engaging in partner relations with Entrepreneurial Service Organizations [ESOs]. Excluded Entrepreneurs are African-Americans, Latino, Asians, Native Americans and Immigrants who face barriers to conventional lending due to real or perceived racial bias.

As Manager for Business Development and Engagement for an emerging Community Development Financial Institution [CDFI], the position has lead authority and leadership in the following areas:

[1] Direct external engagement and outreach to non-customer Excluded Entrepreneur of Color businesses for purposes of engaging them as potential loan applicants/customers;

[2] Providing select non-customer Excluded Entrepreneur of Color businesses with pre-loan readiness counsel and training to prepare them as RPC loan applicants;

[3] Providing current customers with loan service wellness and improvement counsel to strengthen their RPC loan performance.

[4] Direct external engagement, partnership development and relationship maintenance with local and regional ESOs for the purposes of developing and enhancing loan referrals to RPC and joint financing of businesses of color.

RESPONSIBILITIES

Potential Customer Engagement and Cultivation

Responsible for activities and strategies to identify, cultivate and engage Excluded Entrepreneurs of Color in local Michigan markets and communities who are disinvested from traditional lending but may be prepared, equipped and high quality loan applicants of RPC loans to help expand their businesses and eliminate the racial wealth gap via the following direct meetings, events and initiatives.

1. Development of future customer applicants and borrowers through community knowledge, collection and data analysis on target markets to guide outreach and marketing to target markets.
2. Planning and self-direction of meetings, activities and external relations to engage with potential RPC customers and other organizations to develop RPC customer pipeline relationships.
3. Assisting lending staff by conducting business analysis and screening of loan applicants and internally approved applicants.

Pre-Loan Readiness Counsel

1. Providing select non-customer Excluded Entrepreneur of Color businesses with pre-loan readiness counsel and training via the RPC Pre-Loan Readiness Program to prepare them as RPC loan applicants as well as providing official loan applicants with RPC loan navigation help.

Customer Loan Servicing Counsel and Wellness

1. Providing current RPC loan customers with loan servicing counsel [via training and one-on-one meetings on areas and topics such as financial statement preparation, accounting and other areas] and financial wellness assessments to help continue high-quality loan performance.

ESO and Partner Relations

1. Direct relationship engagement and management with current and future RPC partners----non-capital partners who mutually work with RPC in areas of referring Excluded Entrepreneurs of Color for RPC loan consideration and joint lending between RPC and other CDFI partners.

Manage RPC's partnership process and strategy to conduct assessments of new potential partner organizations and vet/confirm new partner organizations.

Qualifications

An ideal candidate will have at least 4-6 years of experience in sales, business development, marketing/communications, human resources or external affairs. The candidate would possess the skills of business closing, motivation for sales, prospecting, sales planning, market/territory management, market knowledge and personal/technical presentation Skills.

Strong emotional intelligence and ability to collaborate with diverse professionals and cultures are a plus given the mission of RPC. Spanish verbal and speaking skills are encouraged.

Must have knowledge of basic PC skills required, Microsoft Windows, Microsoft Excel, Microsoft Word, and Power Point.

Reporting & Oversight: General Manager for day-to-day activities

RPC is a mission-driven lender of loans to Excluded Entrepreneurs who face social and financial barriers to acquiring traditional loans because of bias and racial inequity. The use of racial equity and inclusion in lending also drives our hiring practices, contracting, workplace policies and board recruitment. Inclusion and racial equity are also a formal part and process in our partnership agreements, our proprietary lending systems as well as using W.K. Kellogg Foundation Racial Equity Concepts and Racial Equity Impact Assessments in RPC lending decisions.