



Community Investment Officer or Senior Community Investment Officer Mid-Atlantic and Southeast

Who we are:

For over 30 years, CSH has changed the lives of people who have been marginalized and are our most vulnerable neighbors by:

- Helping communities create over 335,000 homes for individuals and families;
- Providing technical assistance and support to communities across the country including over \$1B in capital; and
- Ensuring not only a home but access to the services and supports that people and communities need to thrive.

CSH has proven supportive housing can change the lives of individuals, families, and communities. We have created a team of nationally recognized experts who are deeply dedicated to our organization and its goals. We attract talented and diverse individuals, offer competitive salaries and benefits, generous leave and PTO, and fully embrace the philosophy that work-life balance is achievable. CSH is now accepting applications for a Community Investment Officer (CIO) or Senior Community Investment Officer (SCIO), ideally based in the Washington D.C metropolitan area, to join our Community Investment (CI) Team.

Why we need you:

CSH is seeking a creative, results-oriented individual committed to racial equity and advancing anti-racism practices with a passion for CSH's mission and the work of our Community Investment team. We need your expertise to originate loans for multi-family housing developments that include supportive housing in Los Angeles. As a lender, you will also provide technical assistance to our government and other partners to shape funding policies and housing production efforts to create stronger governmental systems that expedite the creation of supportive housing. All CSH staff are working virtually until our offices open post-pandemic. When CSH offices reopen we anticipate offering employees a hybrid in-office/telecommuting option.

For the CIO role:

- With the help of the Director of Loan Originations, lead our lending strategy in the Mid-Atlantic and Southeast markets.
- Market CSH's loan products and expertise while cultivating a robust lending pipeline.
- Manage relationships with borrowers in the Mid-Atlantic and Southeast from intake through loan repayment.
- Partner with our Mid-Atlantic and Southeast Program to identify lending opportunities resulting from programmatic activities while also contributing to the Team's efforts to expand and streamline supportive housing funding programs.
- With the support of the Director of Loan Originations and Mid-Atlantic and Southeast Program teams, cultivate and maintain strong relationships with industry partners including government agencies, banks, foundations, CDFI partners, and supportive housing developers and service providers.



- With the support of the Director of Loan Originations and Mid-Atlantic and Southeast Program teams, establish and nurture relationships with borrowers, including gathering feedback on new strategies and barriers to create affordable and supportive housing.
- Originate new loans, analyzing the feasibility of multi-family affordable housing developments and the capacity of development teams.
- With the support of the Director of Loan Originations, propose loan structures and terms that meet borrower needs, comply with our credit policies and advance our strategic priorities.
- Underwrite loans based on thorough review and analysis, comprehensive due diligence and sound risk assessment and present loans for approval to our internal and board credit committees.
- Support loan closing staff and loan servicing staff with loan closings and loan monitoring.
- With the support of the Director of Loan Originations, Mid-Atlantic and Southeast Program teams and other CSH staff, provide technical assistance to nonprofit, for-profit, and public organizations around the financing, creation, and operation of supportive housing including trainings and represent the organization at conferences and events.
- Center race equity in all of your work with both internal and external partners.

This position is ideally based in the Washington, D.C. metropolitan area and requires the ability to travel across the region. Occasional national travel may be required.

For the SCIO role:

Candidates for a SCIO role will demonstrate sufficient experience and technical depth to strategically pursue, lead and drive programmatic and lending goals independently with minimal supervision. You will:

- Develop and lead our lending strategy in the Mid-Atlantic and Southeast markets.
- Market CSH's loan products and expertise while cultivating a robust lending pipeline.
- Manage relationships with borrowers in the Mid-Atlantic and Southeast from intake through loan repayment.
- Partner with our Mid-Atlantic and Southeast Program teams to identify lending opportunities resulting from programmatic activities, while also contributing to the Team's efforts to expand and streamline supportive housing funding programs.
- Provide feedback on policies and financing systems where systems change can provide more streamlined and quality supportive housing pipelines.
- With the support of the Director of Loan Originations and Chief Lending Officer, support the creation of new sources of funding for supportive housing pipelines.
- Cultivate and maintain strong relationships with industry partners including government agencies, banks, foundations, CDFI partners, and supportive housing developers and service providers.
- Establish and nurture relationships with borrowers, including gathering feedback on new strategies and barriers to create affordable and supportive housing.
- Originate new loans, analyzing the feasibility of multi-family affordable housing developments and the capacity of development teams.



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- Center race equity in all of your work with both internal and external partners.

Working for CSH

CSH staff are adaptable, entrepreneurial, creative, and flexible problem-solvers. We are strategic thinkers who are committed to racial equity and treating each other and our community partners with respect. You share a passion for the CSH mission and possess the skills to meet the expectations of this role.

Specifically, we are seeking CIO candidates who have:

- A minimum of 5 years' experience in affordable or supportive housing lending or development.
- Completed a Bachelor degree program. CSH recognizes all forms of knowledge, so additional education or education through lived or work experience is also recognized.
- A solid grasp of the Low Income Housing Tax Credit program, Section 8 and other federal, state and local affordable and supportive housing finance programs.
- Familiarity of zoning processes and other land acquisition challenges for affordable and supportive housing developers.
- An interest in issues related to supportive housing including homelessness, affordable housing development, public finance, public housing, community development/planning, or support service programs that address mental illness or substance use issues.
- Demonstrated success in project management, including creating work plans and building teams to advance housing development and finance-related activities that advance CSH's goals.
- Strong analytical, interpersonal, presentation, and communication skills with an ability to present to racially, ethnically, and socially diverse stakeholders.
- An understanding of institutional/structural racism and bias and their impact on underrepresented communities.
- Experience incorporating the perspectives of multiple communities, including communities of color, in the consideration of impacts and outcomes of a decision-making process.

Candidates will be considered for the SCIO role if they have one or more of the following additional qualifications:

- Minimum of 7 years' experience in affordable or supportive housing lending or development.
- Particularly deep expertise in affordable or supportive housing development or finance.



Compensation:

CSH offers generous benefits, opportunities for professional growth, and competitive salaries based on geographic location. Our range in Washington D.C. for CIO is \$90,000 - \$127,000; SCIO is \$105,000 - \$145,000. Our ranges are broad and it is customary for candidates to join CSH at the lower half of the range to leave room for growth, learning, and development in the role and range. It is uncommon for salaries to fall above the mid-point at the time of hire. We negotiate actual salaries with final candidates based on their exact location, experience in similar roles and expertise related to the qualifications. This information is offered in support of our commitment to transparency.

Interested in joining our team as a leader in the national supportive housing movement?

To Apply: Candidates should apply through the link. **All candidates should attach their Resume and Cover Letter as one Microsoft Word or PDF document. Please clearly indicate if you are applying for the SCIO or CIO position.** Candidates who apply by June 24, 2022 are assured consideration.

CSH is proud to be an Equal Opportunity Employer.

[TO APPLY](#)