

POSITION PROFILE

President & Chief Executive Officer

Virginia Community Capital

Flexible Location



ABOUT VIRGINIA COMMUNITY CAPITAL

Like any great success story, Virginia Community Capital (VCC) began with a vision: To create jobs, enhance the quality of life, and promote vibrant communities in underserved markets and regions.

VCC was established in 2006 as a Community Development Financial Institution (CDFI) with an initial \$15 million investment under Governor Mark R. Warner. The goal was to leverage that initial investment for an economic return to underserved areas. More than \$2.4 million was originated across our first seven real estate development loans.

Since then? **Growth, expansion** and **partnership**.

Through the power of partnerships and leverage, we have turned that \$15 million seed investment into over \$1.8 billion of impact in Virginia. Over the years, VCC has become known for its ability to combine the resources of national, state, and local social investors into successfully funded projects. We are, many times, the “first in” on projects designed to positively impact their community.

We bring a knowledgeable management team with the experience and ability to lead. We have support of local governments that are proud to call us partners. And we have banks and companies in the private sector that trust us to guide their investment dollars to the right projects, at the right time, in the areas of greatest need.

Since our founding, VCC-financed projects have created or retained more than 11,700 jobs, financed 10,000 affordable housing units, and funded nine much-needed healthcare facilities. VCC’s staff has provided more than 31,000 hours of free advising. All told, more than 13 million square feet of business and housing spaces have been created or rehabilitated with VCC’s leadership.



OUR INNOVATIVE BUSINESS MODEL LEADS THE WAY

Virginia Community Capital is the ‘parent’ company for both a non-profit Community Development Financial Institution (CDFI) and a for-profit bank, VCC Bank. As a CDFI, we are able to provide credit and financial services to people, businesses, and communities not served by mainstream lenders.

VCC Bank is also one of the first regulated banks in the US to earn the designation of a Benefit Corporation, setting a new model for the financial industry. With this corporate structure, instead of shareholders looking for a quarterly dividend, the bank has a non-profit owner whose mission is to create jobs, vibrant places, and enhance the quality of life in communities throughout the Commonwealth.

In 2017, VCC launched [LOCUS Impact Investing](#), a nonprofit consulting and mission-driven Registered Investment Advisory firm serving foundations looking to move beyond traditional grantmaking to mission-aligned investing, effectively using more of their assets to promote prosperous, vibrant communities. The LOCUS team works in partnership with foundation clients to deliver right-sized, resonant onramps to accelerate the deployment of place-based impact investments. LOCUS recently launched the Community Investment Guarantee Pool (CIGP), a national financing tool for intermediaries participating in affordable housing, small business and climate lending.

And we’re just getting started. Let’s do more, together.

For more information on Virginia Community Capital, please visit our websites: [Virginia Community Capital](#), [LOCUS Impact Investing](#) and [Community Investment Guarantee Pool](#).

LEARN MORE:

vacommunitycapital.org



Let's Do More, Together

THE OPPORTUNITY

Upon the retirement of its founding President & CEO, Virginia Community Capital is seeking a highly skilled and visionary President & CEO to lead the organization to its next phase of impact. Building on its successful history of innovation and flexibility, the next President & CEO will drive the organization forward as it expands its impact geographically and offers new products and services designed to help further the field. The President & CEO of VCC has the unique opportunity to serve, create impact, enable social purpose, lead a highly qualified and expanding staff and work with a strong, geographically diverse Board of Directors.

The President & CEO is responsible for management, direction and vision for all VCC entities, including, a non-profit community development financial institution, a regulated banking entity, a bank holding company and LOCUS Impact Investing. The President & CEO directs the leadership team of VCC and reports directly to the Board of Directors. In partnership with a dedicated, talented staff and highly engaged Board of Directors, the President & CEO will provide strategic leadership and oversight of the organization's operations, culture, values, talent and financial performance.

The President & CEO will lead the organization in achieving its national programmatic and financial goals, balancing the advancement of its social mission with rigorous business discipline. The ideal candidate will be a proven and respected leader with the skills to maintain excellence in the content and delivery of VCC's existing products while ensuring that the organization carries forward its mission and continues to grow, adapt, and innovate to best meet the needs of the expanding communities it serves. This is an exceptional opportunity for a visionary leader to accelerate VCC's impact, partnerships and portfolio growth.

CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Passion for the Mission

With a deep belief in the power of capital to transform communities and lives, the President & CEO will embrace VCC's history of working alongside communities and small businesses as they contribute to their own success. The President & CEO will be an inspiring and genuine leader, with the ability to earn the respect of, and inspire, a variety of partners including financial institutions, philanthropies and community-based organizations. This person will be a person of high integrity and character who embraces change and embodies respect. With a deep commitment to diversity, inclusion, equity, and access, the President & CEO will advocate for the importance of these values throughout the organization and in VCC's external work.

Strategic and Visionary Leader

The President & CEO will be a strategic thinker with a demonstrated ability to work with a Board of Directors and the team to establish a vision and execute on it in a continuously changing landscape. Experienced in collaborative strategic planning efforts, they will be excited to explore opportunities for increased impact and demonstrate a track record of thinking creatively to grow organizations. The President & CEO will adopt an entrepreneurial approach to expanding and deepening new and existing support from funders both locally and nationally to support the planned growth. They will have a record of raising substantial capital funds and sustaining relationships with sources of funding. With experience leading complex, multi-faceted organizations through change, the President & CEO will be forward-looking, willing to take responsible risks and continually looking for opportunities to expand organizational impact.

Business and Management Acumen

The President & CEO will possess significant financial acumen and the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results. This individual will offer a knowledge base in lending and/or investing and demonstrate the ability to build pipelines for existing products, develop new offerings and expand to new markets all while balancing financial performance with positive community outcomes. The President & CEO will have a track record of motivating, developing and retaining a strong team to achieve impact through creativity and teamwork and by leveraging individuals' strengths to meet overall goals. A seasoned leader, the successful candidate will have a strong business orientation, with an ability to use metrics, analysis and problem-solving to drive key decisions and achieve

strategic objectives. In addition to a focus on strategy, the President & CEO will ensure that organizational structures and resources are in place to support planned growth and change and that all entities within VCC are able to thrive and contribute to the overall success of the organization. The President & CEO will bring an affinity for technology and a focus on leveraging new capabilities to improve the organization's competitive position and impact. With an understanding of the importance of culture, the President & CEO will model inclusion, excellence, top customer service, fairness, and accountability all while encouraging a fun and positive work environment.

External Presence and Fundraiser for VCC

An articulate, informed and passionate public speaker, the President & CEO will have the ability to effectively convey VCC's mission to a diverse range of constituents to generate support and inspire action. Dynamic, genuine and trustworthy, this leader will inspire confidence in investors, donors, partners and other constituents, and will be able to establish strong working relationships that further VCC's mission. The President & CEO will bring an established network and demonstrated success with a range of funders and investors and be skilled at identifying and securing new sources of revenue for an organization.

A Relationship Builder and Collaborator

An exceptional relationship builder, the President & CEO will represent VCC externally with a diverse set of local and national stakeholders and partners. The President & CEO will demonstrate an authentic commitment to their work, a genuine understanding of the communities VCC serves, as well as a desire to continually learn and listen. A collaborator and team player, the President & CEO will be open, adaptable and lead with humility. The President & CEO will possess the ability to authentically show up as a partner in those communities and implement best practice partnerships that are mutually beneficial. The President & CEO will bring an extremely high level of emotional intelligence and flexible, intuitive relationship management skills. This leader will be comfortable navigating and operating in a range of settings and contexts, from financial services to government to nonprofit and community organizations. Compelling, credible and respected, the President & CEO will bring an inspirational and entrepreneurial approach to growth and impact, including a demonstrated ability to build support for a common vision across diverse national stakeholders both internally and externally.

COMPENSATION & BENEFITS

Salary and bonus are competitive and commensurate with experience and the organization provides a full complement of benefits.

CONTACT

Erin Reedy and Alicia Salerno of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#). All inquiries and discussions will be considered strictly confidential.

Virginia Community Capital is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit www.koyapartners.com.