



## **Position Description: Director of Local Systems Change**

**Summary:** The Center for Community Investment ([www.centerforcommunityinvestment.org](http://www.centerforcommunityinvestment.org)) is recruiting a dynamic, experienced leader with the vision and skill to create and oversee a program of local systems change. Together with the Center's Executive Director and a small program team of staff and consultants, the Director will plan and implement initiatives that improve health outcomes, increase opportunity and reduce vulnerability to the effects of climate change in places that have suffered from disinvestment and discrimination.

**Organization:** The Center for Community Investment will help disadvantaged communities harness investment and use land to achieve their economic, social and environmental priorities. Through a combination of technical assistance, leadership development, dissemination of research and lessons learned and the creation of a robust peer network, the Center will build the capacity of local partnerships to define priorities and guide capital and other resources toward those priorities. The Center is part of the Lincoln Institute of Land Policy.

The Center, backed by several major national foundations, will encourage innovation and shared learning among a broad set of stakeholders, from mission-driven investors, banks and intermediaries to community leaders, policy-makers, local officials, anchor institutions and others with an interest in achieving better outcomes for low-income and disadvantaged communities and people of color. The Center's work will be organized around three intersecting spheres of activity:

- **LOCAL SYSTEMS CHANGE:** The Center will help reboot community investment systems through direct support, training, coaching and peer learning in selected metropolitan regions, as well as by designing and delivering curriculum for multi-site initiatives seeking capital systems change.
- **LEADERSHIP AND NETWORK DEVELOPMENT:** The Center will offer fellowship programs that prepare professionals to overcome barriers to opportunity by systematically harnessing capital to achieve community goals. The Center will offer opportunities for practitioners in different disciplines to connect through in-person and virtual convenings and will design and deliver curriculum on capital systems change for selected externally run fellowship programs.
- **R&D:** The Center will conduct research and share learning from its site work through an active program of speaking and publication, including an evolving Playbook for Practitioners with tools, notes and cases that codify how this work can land in communities.

By recognizing the centrality of capital in achieving social and environmental goals and focusing on systems rather than individual transactions, the Center will help communities harness and align public, private and philanthropic investment to achieve impact at greater scale and with greater efficiency.

**Location:** Washington, DC area. Significant domestic travel will be required.

**Responsibilities:**

- Lead a team of staff and consultants to design and execute strategies that strengthen community health and ability to withstand climate shocks in disadvantaged communities in the U.S.
- Supervise and empower the Assistant Director of Program/Health, two Center Fellows, and consultants to work as an effective team
- Oversee implementation of local systems change programs that build the capacity of local institutions and partnerships to define priorities and guide capital and other resources toward those priorities; directly manage programs outside the health area
- Work with the Associate Director of Research and Field Development to ensure that the Center's learning from its local systems change engagements is captured, digested and shared effectively with the field
- Develop and manage program budgets and work plans that maximize the impact of staff and financial resources
- Participate, along with the co-founders of the Center, in senior leadership, including direction-setting, learning and evaluation, liaison with funders, and the creation of a vibrant and expanding network in the field
- Contribute to creating and maintaining an organizational culture that is respectful, values learning and promotes equity, diversity and opportunity.

**Qualifications:**

- Demonstrated leadership ability in a relevant context
- Experience creating and managing systems change initiatives in disadvantaged communities. Critical understanding of the strengths and weaknesses of existing approaches to improving opportunities and outcomes for low-income people and people of color.
- At least 15 years of work experience with varied and growing responsibility in non-profit or public sector organizations
- National profile including a network of trusted relationships with foundations and non-profit leaders
- Interest and experience in two or more of the following: impact investing, social change, community development, urban planning, climate resilience, health disparities.
- Strong strategic sense, including the ability to spot and leverage opportunity; create and manage partnerships; adapt quickly
- Outstanding communication skills, including the ability to develop and deliver compelling messages and build a field presence that contributes to advancing the Center's work
- Curiosity, with a high tolerance for ambiguity and emergence
- Ability to recruit, develop and retain top talent and form an effective team that achieves impact disproportionate to its size
- Ability to build and sustain trusted relationships with team members and external stakeholders with diverse perspectives and experiences; cultural competence and sensitivity
- Law degree or Masters degree preferred in one of the following fields: Business Administration, Public Policy, Public Health or Urban Planning.

We especially welcome applications from people of color or people with experience working with or on behalf of disadvantaged communities.

Compensation package is competitive and includes full benefits.

Please submit a cover letter and updated resume to [rhacke@centerforcommunityinvestment.org](mailto:rhacke@centerforcommunityinvestment.org).