



Raza Development Fund

Senior Director of Affordable Housing

Flexible Location



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About Raza Development Fund

Raza Development Fund, Inc. (“RDF”) is a Latino led and serving Community Development Financial Institution (“CDFI”) created to advance economic opportunity, social mobility, and racial justice. RDF was formed in 1999 by UnidosUS, (formerly, National Council of La Raza), the country’s largest and longest-serving Latino civil rights and advocacy organization. Since its inception, RDF has directly invested over a billion dollars in 38 states, leveraging over \$6 billion for education, affordable housing, healthcare, social services, and social entrepreneurship.

Today, RDF stands as the largest Latino-focused national CDFI and is an important source of capital for underserved communities across the country.

We value our connections with our clients and partners and offer an ultra-high touch approach to supporting organizations that provide direct resources and services for Latino and low-income communities.

Our team of impact investment professionals care deeply about the success of our clients. To that end, we bring more than just capital to the table – we make key connections; provide valuable advice; design and lead structured financings; and deliver innovative solutions. We ensure our investments are aligned with our organization’s fundamental mission and values.

For more information on RDF, please visit our [website](#).

The Opportunity

We’re growing! RDF is working to scale our impact. We are seeking an experienced professional for the role of Senior Director, Affordable Housing. This role will be responsible for leading and growing RDF’s national Affordable Housing Finance practice in order to further the organization’s mission to invest capital and create financing solutions to increase opportunities for Latino and low-income communities.

Reporting to the Chief Investment Officer, the selected candidate will have overall responsibility for the national Affordable Housing Finance practice and expanding the fund’s housing outreach and impact investment efforts, with a specific focus on establishing and maintaining a trusted national network of affordable housing stakeholders. The Senior Director will lead as an industry expert, facilitate program strategy and product design while also generating and managing a pipeline of prospective affordable housing investments, and structuring and closing investments.



In this role, the Senior Director will oversee a team responsible for custom-tailoring financing solutions for complex structured transactions that involve public/private partnerships, traditional debt, grant capital, and/or tax credit financing involving all types of alternative education solutions. This position will collaborate regularly with RDF's industry and New Market Tax Credit focused experts to achieve individual, team, and community development investment goals. This role will also engage in industry groups, conferences and events, representing RDF within community development and affordable housing circles and serving as an advisor on affordable housing policy issues.

The Senior Director will also serve as a primary point of contact for an assigned investment portfolio and new prospects, representing the fund on originations working directly with clients, vetting investment opportunities, providing technical assistance, structuring transactions, conducting due diligence and financial analyses, drafting credit/investment memoranda, defending recommendations to credit/investment committee(s), and coordinating documentation and closings.

Candidate Profile

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

- Commitment to RDF's core values, including a commitment to working in economic development endeavors with diverse, under-resourced communities.
- Prior experience developing and deploying innovative, affordable, and flexible debt and equity products for a diverse cohort of growing non-profit and for-profit affordable housing development organizations.
- Expertise on affordable housing project deal structures, financial modeling, and due diligence criteria.
- Track record in community development lending or finance.
- Experience underwriting affordable housing transactions and managing debt and equity structures.
- An effective communicator, who is willing to wear many hats, roll-up their sleeves, work both independently and collaboratively; and “get the job done” with minimal supervision.
- Outstanding interpersonal skills with the ability to effectively build and manage relationships with affordable housing community stakeholders (e.g., commercial banks, tax credit investors, housing authorities, municipal government entities, etc.).
- Confident, opportunistic, and action-oriented with a solid foundation of community facility acquisition, development, valuation, and management principles.



- Sales orientation, with the ability to develop a pipeline of clients in the field aligned with RDF's mission and goals.
- Able and willing to serve RDF's clients as a trusted advisor throughout the full cycle of client relationships and provide high-value, technical assistance services, when necessary.
- Committed to providing exceptional, valued-added, solutions-oriented internal and external client service.
- Experience leading teams to successful outcomes.
- 7 to 10 years in commercial banking, equity investment, commercial real estate transactions, corporate banking, community development or social impact investing including the CDFI sector.
- Bachelor's degree, with a Master's in Management, Business Administration, Economics or Real Estate preferred.

Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$130,000-\$160,000 with a generous benefits package. Note that the final salary will reflect the selected candidate's individual experiences and qualifications.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Please submit a compelling cover letter and resume to Erin Reedy and Shannon O'Neill [here](#).

Raza Development Fund is an equal opportunity employer.

About Koya Partners

Koya Partners, a part of 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.

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