Job Announcement

National Community Reinvestment Coalition (NCRC)
Chief Executive Officer
(Washington, DC)

(Post: February, 2016)

The National Community Reinvestment Coalition (NCRC) in Washington, DC, has retained Slesinger Management Services to recruit a visionary and innovative leader and strong manager with significant experience in improving the lives of low-income people to serve as chief executive officer.

Applications will be accepted until this position is filled.

The Organization

The National Community Reinvestment Coalition’s mission is to create opportunities for low-income people to build wealth. NCRC works with community leaders, policymakers, and financial institutions to champion fairness in banking, housing, and business development.

NCRC was created in 1990 by national, regional, and local organizations to develop and harness the collective energies of community reinvestment organizations from across the country to increase the flow of private capital into traditionally underserved communities. NCRC has grown to an association of more than 600 community-based organizations that promote access to basic banking services, including credit and savings, to create and sustain affordable housing, job development and vibrant communities for America's working families.

NCRC members include community reinvestment organizations, community development corporations, local and state government agencies, faith-based institutions, community organizing and civil rights groups, minority and women-owned business associations, and local and social service providers.

NCRC has a staff of 57, most of whom are based at its office in Washington, DC. NCRC’s budget for 2016 is $15 million, with revenue coming primarily from grants from foundations and corporations, U.S. Government contracts, and earned income from meetings, member dues, and fee-for-service work.

NCRC is governed by a 22-person board of directors, most of whom are executive directors or other senior staff of community-based nonprofits that are members of NCRC.

To learn more about NCRC, please see its website at www.NCRC.org.
Principal Responsibilities of the Chief Executive Officer

NCRC’s founder and CEO for the past 24 years has been John Taylor. The board is now seeking a new CEO because Mr. Taylor will move into a new position, entitled President and Founder. Working initially full-time and eventually part-time, Mr. Taylor will focus on advising the new CEO, especially in fundraising; and overseeing two programs: the Growth Initiative, which seeks to increase homeownership for low- and moderate-income families, and the Fair Deal Initiative, which seeks to expand NCRC’s influence with working-class voters. The new CEO will be responsible for leading the rest of the organization.

Reporting directly to the board of directors, the CEO’s most important responsibilities include:

1. Providing leadership, vision, strategic direction, and high-level representation to ensure that NCRC remains a nationally-recognized leader advocating for economic justice.
2. Identifying new issues that NCRC should address so it continues to serve its members.
3. Representing NCRC before federal agencies, financial institutions, nonprofit community development organizations, and other organizations whose work overlaps with NCRC’s mission.
4. Fundraising, which includes raising money from foundations, corporations, and federal agencies, as well as identifying new sources of revenue that will enable the organization to fulfill its mission.
5. Motivating staff to continue to perform at the highest levels with creativity and dedication to the mission of NCRC.
6. Supporting the board of directors as it carries out its governance responsibilities.

Desired Skills, Experience, and Personal Characteristics

To be successful, the CEO should be:

1. Passionate about and highly committed to issues related to economic justice, demonstrated by significant work or volunteer accomplishments.
2. Knowledgeable about community reinvestment, including the role of financial institutions. Expertise in the federal Community Reinvestment Act (CRA) is especially desirable.
3. Knowledgeable about leading a membership association, where providing exceptional customer service to dues-paying members is essential.
4. Knowledgeable about advocacy, especially aimed at Congress and federal agencies (HUD, Treasury, Federal Reserve System, etc.) that develop and implement policies that affect economic justice.
5. An effective manager, able to lead a nonprofit with a staff of almost 60 people and a budget of $15 million. (The CEO will have several direct reports, including a COO and several program heads.)
6. A successful fundraiser, with experience that includes generating financial support from corporations and foundations.
7. Comfortable becoming the CEO of an organization whose founder and long-time CEO will continue to have a presence, as described above. (Both Mr. Taylor and the new CEO will report directly to the board of directors. Within a few years, Mr. Taylor will retire completely from NCRC.)
8. A collaborative leader, able to draw on the knowledge and experience of a dedicated staff.
9. An excellent communicator, able to motivate, inspire, and persuade members, funders, partners, staff, and other stakeholders to take action that helps NCRC carry out its mission.
10. Able to develop a strong working relationship with the board of directors.
11. Able to travel periodically throughout the country to meet with members and donors, and to attend relevant conferences and meetings.

Compensation

Salary will be commensurate with experience and qualifications. Compensation also includes a comprehensive benefits package.

To Apply

Please e-mail:
1. cover letter that explains why you’re interested and qualified,
2. resume, and
3. three-year salary history (which will be held in strict confidence)
to search consultant Larry Slesinger, Founder and CEO of Slesinger Management Services, at Larry@SlesingerManagement.com.

Please include “NCRC” in subject line; attached files in Microsoft Word or PDF only.

All applications will be acknowledged promptly.

NCRC is an Equal Opportunity Employer.