



## ***Senior Manager – Equitable Neighborhood Development***

**NALCAB - The National Association for Latino Community Asset Builders** is the hub of a national network of more than 160 mission-driven organizations that are anchor institutions in geographically and ethnically diverse Latino communities in 40 states, Washington DC and Puerto Rico. Members of the NALCAB network invest in their communities by building affordable housing, addressing gentrification, supporting small business growth, and providing financial counseling on issues including credit building and homeownership. As a grant maker and US Treasury certified CDFI lender with offices in San Antonio and Washington DC, NALCAB supports the work of its member network with capacity building resources, capital and policy advocacy, and access to funding and technical assistance. NALCAB's work advances economic equity and inclusivity for low-and moderate-income people.

### **The Role:**

As the Senior Manager, you be responsible for refining, leading and implementing an Equitable Neighborhood Development strategy for responding to neighborhood change by utilizing qualitative and quantitative data analysis and mapping, developing and implementing equitable development strategies, and advocating for equitable development policies. This position will also provide direct technical assistance to help build the capacity of local organizations engaged in providing services to predominantly Latino communities and other communities of color in urban and rural areas. This position exercises direct supervision over assigned staff.

### **Key Responsibilities and Duties:**

- Refine, lead and implement an Equitable Neighborhood Development strategy for responding to neighborhood change by utilizing qualitative and quantitative data analysis and mapping, developing and implementing equitable development strategies, and advocating for equitable development policies.
- Manage an integrated program of technical assistance, grant-making, and training for nonprofits and municipalities to support, strengthen and expand their equitable development programs, including the following:
  - Develop and manage project work-plans and budgets, including consultants, timelines and reporting.
  - Oversee outreach and marketing of eligible activities to eligible beneficiaries.
  - Track application and selection process for Technical Assistance (TA) recipients through Requests for Proposals.
  - Assess the needs of TA recipients and develop a timeline for meeting those needs.
  - Help build the capacity of nonprofits to use data analysis and mapping to analyze local real estate market dynamics and anticipate their impacts on low- and moderate-income communities, and to use that analysis to develop and implement equitable



development strategies in communities facing gentrification pressures and in rural markets in need of revitalization.

- Apply the principles of the Equitable Neighborhood Development guide to develop an action plan with organizations to recognize and address rapid neighborhood change.
- Assist organizations to strengthen and grow their programs, apply for funding, develop peer-to-peer networks, and identify best practices.
- Engage, contract, and deploy third party consultants in accordance with NALCAB policies.
- Ensure that projects are on track to meet defined goals and within budget.
- Document outcomes and compliance with contractual obligations.
- Complete reporting requirements using required systems.
- Establish and maintain effective working relationships with co-workers, management, clients, members, vendors, contract service providers and the general public.
- Facilitate collaborative efforts among multiple nonprofit organizations across multiple markets.
- Participate in public presentations, facilitating external meetings and community engagement sessions.
- Supervise staff and support their professional development and growth.
- Manage relationships with funders and investors.
- Promote NALCAB's positive office culture.
- Some travel required.
- Other duties as assigned.

### **Qualifications:**

- Bachelor's degree from an accredited four-year college or university; or five or more years related experience.
- Ability to manage and work on multiple projects simultaneously.
- Ability to work independently, including decision making and managing change, within a fast-paced environment.
- Ability to work in a team environment across different teams and program areas.
- Outstanding written, verbal and interpersonal communication skills.
- Proven cultural competency and ability to work in culturally and ethnically diverse environments.
- Skill in utilizing a personal computer and associated software programs, including MS Outlook, PowerPoint, Word, Excel and Geographic Information System.
- Understanding of and experience in community development strategies, including real estate development, small business development, lending, financing and/or economic development.
- Experience understanding and interpreting economic, housing and demographic data.



- Familiarity in program evaluation and planning.
- Bilingual preferred.

## Position Type

Full-Time; Remote work with occasional in-person requirement

## Compensation

\$55,000-\$71,000

## EEO Category

Professional

## Location of Employment

San Antonio, Texas

## Benefits

Our commitment to your success is enhanced by our competitive compensation and extensive benefits package including paid time off, medical, dental, vision, 401K with company match, and many other benefits as well as future growth opportunities within the organization.

## To Apply

To respond to this opportunity, please email resume to:

<https://j.brt.mv/ATS/jb.do?reqGK=27671950>

*NALCAB is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and staff without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristics protected by the applicable law. NALCAB believes that diversity and inclusion is critical to our success, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.*