

**Organization Overview**

Capital Impact Partners transforms underserved communities into strong, vibrant places of opportunity. As one of the largest certified Community Development Financial Institutions in the country, we have a 30 year history of delivering strategic financing, social innovation programs and capacity building that create social change and deliver financial impact nationwide. To date, Capital Impact Partners has used its depth of experience, cooperative approach, and network of alliances to invest more than $2B in opportunities that create a high quality of life for low income individuals and communities across the country, including access to high-quality healthcare, education, healthy foods, housing, and eldercare. We draw on our shared values of cooperation, commitment, leadership, innovation, trust, and diversity as we work to redefine how innovation can create opportunities for underserved Americans.

**Position Summary**

As a key member of the Strategy, Innovation, and Impact Management team within Capital Impact, the Director of Impact Strategy is responsible for leading the development of impact strategy within the corporate strategy process and is responsible for the design, planning, development, tracking, and collection of impact metrics and outcomes across lending and technical assistance teams. S/he will oversee the collection of quantitative and qualitative information to describe the outcomes of Capital Impact’s work including: planning and designing impact tracking and evaluation tools; developing data collection instruments; and managing the data collection process.

**Key Responsibilities**

The Director of Impact Strategy will:

* Design and implement a framework for defining and measuring impact across key sectors in collaboration with lending and technical assistance teams.
* Manage the implementation and ongoing refinement of Capital Impact’s Social Impact Measurement tool and Balanced Scorecard.
* Evaluate new tools and methodologies to measure impact and community outcomes.
* Analyze and evaluate data to calculate the impact of the Company’s work and provide valuable insights regarding outcomes, including research reports, white papers, etc.
* Facilitate conversations around impact definitions and metrics both within the organization and externally in the CDFI industry to move the field towards greater standardization of metrics across sectors.
* Cultivate and manage collaborations with stakeholders focused on improving impact and outcomes in Capital Impact’s key lending sectors including: education, healthcare, healthy food, affordable housing, cooperatives, place-based initiatives, and aging.

**Qualifications**

* Bachelor’s degree in business administration, public policy, community development or related field; Master’s degree preferred.
* 10+ years of experience in community development, finance, or consulting.
* 5+ years of direct experience in research, data analysis, and reporting/writing.
* 2+ years of direct lending experience or financial institution experience.
* Knowledge of project management fundamentals and experience managing projects.
* Excellent organizational skills with high attention to detail.
* Demonstrated track record in analyzing and quantifying complex strategic questions tied to the creation of stakeholder value.
* Passion for mission-driven work and projects that support underserved communities in the US.
* Familiarity with collective impact.
* Excellent verbal/written communication and analytical skills.
* Ability to communicate across diverse audiences.
* Proficiency with Microsoft Office products and experience with data sets.

To Apply

Please send a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position to [careers@capitalimpact.org](mailto:careers@capitalimpact.org).

Applications will be reviewed on a rolling basis.

*Capital Impact Partners offers a competitive salary and benefits, commensurate with experience and skills.*

*Capital Impact Partners is an equal opportunity employer.*