



Chief Financial Officer & Head of Impact Investment Strategy Position Description

About the Opportunity:

The Cape Fear Collective (CFC) is a nonprofit community investment and analytics organization based in Wilmington, North Carolina. CFC is developing innovative social impact investing programs that leverage data, capital, and community to drive positive change.

CFC seeks a Chief Financial Officer (CFO) and Head of Impact Investment Strategy to lead its growing social impact investment program and serve as a strategic visionary for the organization as it continues to scale in the Cape Fear Region and across North Carolina. A qualified candidate will be expected to have an entrepreneurial mindset and experience aligning capital with innovative financing products and structures. Additionally, experience in the affordable housing, small business development, consumer lending, banking and finance (CRA, CDFI, etc.) and/or other emerging commercial markets related to social impact will be important for this role.

Working with the Co-Founder and CEO, the CFO will manage the strategic growth of CFC's capital strategy and investments in alignment with the organization's mission and values. This position will execute the day-to-day investment transactions and play a critical role in determining the strategic direction and future growth of this mission driven investment platform. The CFO will also provide general oversight for CFC's finances and budget process, working with CFC's contracted CPA and legal firms to ensure sound financial practices compliant with all policies, rules and regulations.

Specific Responsibilities Include:

Financial Management and Oversight

- Assist the CFC team and Board of Directors in assessing and identifying operational strategies, performance metrics, and financial challenges and opportunities to support the organizations mission-driven growth.
- Direct the financial management functions, including short and long-term budgeting, forecasting trends, costing, monthly and ongoing cash forecasting and profitability analysis across grant, donation, investment and fee for service revenue lines.
- Work with CFC's contracted accounting firms and CFC staff to manage monthly close, conduct regular analysis of the P&L, maintain financial oversight, and develop new policies and procedures, as required.

Investment and Portfolio Management

- Support the CEO and other team members on all integrated capital structuring and investment decisions for the organization.
- Work with the governing bodies (Management Committees, Board of Directors, Advisory Boards), the CEO, and the CFC team to lead the development of new and innovative financing initiatives that create opportunities for upward economic mobility, public health, and community development.
- Develop and manage a range of financial approaches to optimize CFC's investment portfolio from both a mission and a financial perspective. Lead and manage the daily operations and staff of the fund management team.
- Develop and maintain standards that govern the administration of all CFC investment activities. Work with external legal and accounting resources to draft and negotiate a wide range of legal documents.
- Work with the Director of Data Science and CFC's Data Science Team to design the platform's impact evaluation design, risk analysis, social return on investment (SROI) model, and explore other ways that data can amplify the investment platform's impact.

Emerging Markets, Business Development, and Investor Relations

- Work with CFC's Director of Data Science, Director of Community Engagement, and other team members, to develop and drive strategies that communicate CFC's story to the investment and banking community, corporations, nonprofits and community members.
- Drive additional investment from financial institutions, individual investors, corporations, foundations, etc. Constantly assess the market for new opportunities to bring capital into communities through CFC's complimentary asset classes.
- Manage quarterly earnings and reporting processes including preparation of reports, presentation slides and other documents. Collaborate with CFC team members on the organization's annual report to investors, donors, and partners.
- Work with nonprofit, government, and philanthropic foundation partners in the Cape Fear Region and around North Carolina to identify critical social, economic, education, and health issues that can be solved through innovative investment and financing mechanisms. Manage new products and initiatives from ideation to implementation.

Qualifications, Skills, and Education:

Minimum:

- Relevant Bachelor's degree plus 6-8 years of direct experience in impact investing, CDFIs, banking, or other lending or investment institutions. Additional years of experience can supplement degree requirements. Nonprofit experience preferred but not required.
- Demonstrate experience in a managerial capacity with responsibility for managing people, projects, and/or budgets. Ability to lead, manage and empathize with a diverse team of programmatic, finance, data, and community development professionals.
- Experience in fiscal oversight and strong foundation in capital markets, finance, accounting, analytics, and modeling.
- Exceptional negotiating and interpersonal skills where multiple stakeholders are involved in decision-making. Ability to initiate, build, and maintain investor and institutional partner relationships and attract capital for social impact investment programs.
- Strong desire to be part of a social impact, start-up organization. Energized by the challenge of a fast paced, dynamic work environment and have excellent team and collaboration skills.

Preferred:

- Advanced degree or certification in finance, business administration, economics, or other relevant fields plus 8-10 years of direct experience. Additional years and/or relevant experience can supplement degree requirements.
- Experience or knowledge in the housing, small business, workforce development, agribusiness, and/or impact investing space.
- Experience in innovative finance structure and/or product development along with the ability to evaluate a wide range of markets and financing mechanisms.

Job Details:

- Competitive salary commensurate with experience
- Position reports to the CEO
- Applicants must live in, or be willing to relocate to, North Carolina. Position is remote and will require travel throughout the state
- Benefits include unlimited PTO, paid holidays, medical, dental, and vision health insurance, professional development stipend, and 401k

Application Process:

This is a rolling application until the position is filled. To apply for this opportunity, please email your resume and cover letter to impact@capefearcollective.org with “CFO Position” in the subject line.

Equal Opportunity:

CFC is an equal opportunity employer. CFC provides equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, age, present or past history of mental disability, intellectual disability, learning disability, physical disability, including but not limited to blindness, status as a veteran, or any other characteristic protected by applicable federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.

CFC complies with the Americans with Disabilities Act and corresponding state or local law. If you believe you need an accommodation to participate in the application process, please email impact@capefearcollective.org.

Organizational Overview – Mission and History

Cape Fear Collective (CFC) drives towards equitable systemic change in Southeastern North Carolina by collaborating with community partners to leverage local assets, illuminate actionable insights, and catalyze innovative programming. We accomplish this by:

- Collaborating with our community partners and leveraging innovative data science and analytics to generate clear, actionable, hyper-local insights aimed at exposing and programming against inequities.
- Rallying impact investors around these causes by using this same data to visualize specific opportunities for systemic change, and directing these financial resources where they can generate the greatest social return on investment.
- Committing to nurture and scale multi-organizational initiatives, in collaboration with leaders from across our community, to drive each project’s success in combatting poverty, racism, poor health and education outcomes, and social-economic disparities affecting Southeastern North Carolina.
- Creating a regional impact model that can be shared across North Carolina to foster opportunities for potential shared learning and collaboration.

Founded in 2019, CFC was born out of corporate, nonprofit, and municipal cooperation in the aftermath of Hurricane Florence to support large-scale community initiatives and the broader nonprofit ecosystem. In the first year of operation, the CFC team took over 1,500 meetings with

nonprofit leaders, elected officials, city and county staff, corporate executives, and citizens to understand the opportunities and strengths of the community.

Two overarching themes were continually highlighted as gaps in the social impact market. The first need was data. Organizations needed it to be hyper local, timely, and easier to action to better distribute resources based on its insights. To support this, CFC took a three-pronged approach.

1. Data scientists can be difficult positions for nonprofits to support so CFC created a regional data science team to serve dozens of organizations at scale through analysis, partnership and consulting. This team maintains the region's data infrastructure and works across sectors to surge support where it is needed most.

2. CFC created the Community Data Platform (CDP), a database that includes over 1,500 community metrics and indicators scraped from datasets across the country. These datasets and visualizations are then made available for download on CFC's website for nonprofits to use in advocacy, fundraising, and programming. To support data sharing between community organizations, CFC has executed over 20 Data Use Agreements (DUA) with anchor institutions like the regional health system, school districts, nonprofits, and municipalities who then contribute data to the platform and make it available to their partner organizations. This democratization of publicly and locally sourced data allows for better alignment and efficiency in the social impact market.

3. To further eliminate barriers to data access and bring the numbers to life through the lived experience of Cape Fear citizens, CFC is creating an economic and health disparities dashboard using the Healthy NC 2030 indicators. This dashboard will include deep analysis and visualizations that are at the census tract level with predictive modeling. Through partnerships with local funders and the region's health system, this dashboard will drive resource allocation for the next decade and help to eliminate inequity across the system.

The second need in the nonprofit community was more funding. The region's 501c3 revenue per capita rate has historically lagged peer regions in the state, often amid more dire need and frequent natural disasters. More philanthropic capital is limited in supply and difficult to increase but private sector investment capital, with the proper investment vehicle, is not. Playing off national and global trends in social impact investing, CFC has created a localized nonprofit investment platform that allows for private capital to drive social good across the affordable housing, workforce development, small business and transportation sectors. Regional decision making ensures that the capital is spent where it is needed most and leverages a partner network that de-risks the portfolio and maximizes impact. At the close of the most current capital raise, CFC expects to have more than \$15m - \$20m under management. This intersection of flexible capital and data science will provide an innovative regional approach to social impact.

CFC intends to deploy data and capital throughout North Carolina via a new initiative called the Carolina Collective. CFC is in the process of launching pilots in Lee County and McDowell County, with plans for expansion to both Charlotte and the Triad Region. Long term, CFC envisions a network of local collectives across the state, working together to build a more inclusive community for all North Carolinians.