

## About Bridgeway Capital:

Bridgeway Capital (Bridgeway) is a nonprofit, community development financial institution (CDFI) with \$100 million in consolidated assets. Bridgeway envisions a vibrant regional economy that offers meaningful employment opportunities, quality education to build knowledge and skills, and vital services to all members of its communities. By providing capital to grow and innovate, and educational opportunities to build entrepreneurial capacity, Bridgeway generates new prospects for business and job growth, brings new wealth, and preserves critical social services to catalyze economic growth in low-income communities. This growth must include opportunities for all members of society, including racial and ethnic minorities and women, to fully participate in a thriving economy.

In order to achieve this vision, Bridgeway serves as a mission-driven lender who works closely with entrepreneurs and real estate developers to build the path to community revitalization. Bridgeway balances social outcomes and financial returns. It shares risk with clients and finances projects that make a difference. With an active and engaged Board of Directors and a dedicated and experienced staff of thirty, Bridgeway offers four loan products and business education services through three offices to serve low-income people and communities in 15 counties in western Pennsylvania.

For more information on Bridgeway, please visit [www.bridgewaycapital.org](http://www.bridgewaycapital.org).

## The Opportunity:

Bridgeway seeks a highly skilled and visionary leader to replace the organization's founder upon his retirement and build upon its 28 years of growth and impact. Reporting to the Board of Directors, the next President and CEO will have a high level of integrity, bring demonstrated organizational leadership, a deep belief in the power of capital to improve communities and the ability to inspire partners, both internally and externally, to join in the mission. The ideal candidate will be a proven and respected leader with the skills to maintain excellence in the content and delivery of Bridgeway's existing products while ensuring that the organization carries forward its mission and continues to grow, adapt, and innovate to best meet the needs of the community it serves. The President and CEO will be energized by the opportunity to grow the organization's impact on its target markets in the coming years.

Key responsibilities of the President and CEO include:

### **Strategic Vision**

- Work with the Board and staff to create a strategic vision for the future of the organization that focuses on significant growth and increased impact
- Advise the Board on achievement of strategic objectives, significant trends in the CDFI industry and funding, and important developments in communities Bridgeway serves
- Assure the staff is organized to serve as advisor and resource to the Board in all areas of finance, products and governance
- Set objectives for the Board and its committees and partner effectively with them to maximize their efforts and maintain a focus on the mission and vision
- Engage and inspire the Board as active brand ambassadors
- Partner with the Board leadership to identify, cultivate, recruit and engage new board members

### **Executive Leadership & Organizational Management**

- Articulate and implement Bridgeway's vision and mission
- Set and advance a positive, growth-oriented and collaborative culture within the organization

- Provide thought-leadership to guide and inform product offerings that benefit the small businesses and communities that the organization serves
- Ensure responsible financial management and manage to the annual and long term budgets
- Ensure compliance with all city, state and federal laws, regulations and funding requirements along with other grant or foundation funding requirements
- Maintain and support a strong leadership team to ensure a continued high-performance culture across the organization

### **External Relations**

- Communicate in a compelling and persuasive way with multiple stakeholders
- Maintain and grow relationships with both public and private funders and partners across the region and nationally
- Advocate for policies and programs that support the mission of Bridgeway
- Form partnerships and work collaboratively with other organizations and stakeholders to accomplish goals
- Assure the integrity and growth of the Bridgeway brand, including the development and execution of external communication efforts

### **Product Development**

- Provide the strategic thinking required to ensure Bridgeway's products and activities evolve to meet the needs of the communities it serves
- Lead staff in consistent and meaningful product innovation
- Ensure that all lending programs are executed with financial performance in mind and are aligned to Bridgeway's mission, vision and community priorities
- Assure outcomes are achieving mission, vision and intent and that a rigorous method of continuous improvement is active across all parts of the organization
- Establish a rigorous and collaborative process for evaluating new opportunities and products for impact

### **Candidate Profile:**

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

#### **A Passion for the Mission**

With a deep belief in the need to change communities and a true commitment to social impact, the President and CEO will embrace Bridgeway's history of working alongside communities and small businesses as they contribute to their own success. The President and CEO will be an inspiring and genuine leader, with the ability to earn the respect of a variety of stakeholders. This individual will embrace social justice values and embody a respect for diversity in all its forms.

#### **Strategic Vision**

The President and CEO will be a strategic thinker with a high level of integrity and the ability to work with the Board, staff and external partners on a vision for the future trajectory of Bridgeway. Experienced in collaborative strategic planning efforts, s/he will be excited to explore opportunities for increased impact across the region and demonstrate a track record of thinking creatively to grow organizations. The President and CEO will adopt an entrepreneurial approach to expanding and deepening new and existing support from funders both locally and nationally to support

the planned growth. They will have a record of raising substantial capital funds and sustaining relationships with sources of funding.

### **External Presence and Partnership Orientation**

An articulate, informed and passionate public speaker, the President and CEO will represent Bridgeway as a leader in the areas of community and economic development and reinforce its strong, positive reputation in the market. This individual will be able to effectively articulate and convey Bridgeway's mission and priorities to a wide range of stakeholders including businesses, foundations, banks, government agencies, community partners, the Board of Directors and staff and have a demonstrated track-record of raising substantial capital funds from these partners. The President and CEO will continue to seek opportunities to promote Bridgeway both regionally and nationally.

### **Business and Management Acumen**

The President and CEO will possess significant financial acumen and the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results. This individual will demonstrate the ability to build pipelines for existing products and to also develop new offerings to expand impact all while balancing financial performance with positive community outcomes. The President and CEO will have a track record of motivating, developing and retaining a strong team to achieve impact through creativity and teamwork and leveraging individuals' strengths to meet goals.

A Bachelor's degree is required; an advanced degree in a related field is preferred.

### **Contact:**

Erin Reedy and Alicia Salerno of Koya Leadership Partners have been engaged by Bridgeway to help in this hire. Please submit a compelling cover letter and resume [here](#).

Bridgeway is an affirmative action/equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

### **About Koya Leadership Partners:**

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit [www.koyapartners.com](http://www.koyapartners.com).