

# Vice President of Impact Investing

## Community Foundation for Greater Atlanta

Atlanta, GA

Salary: \$225,000 - \$255,000

## BACKGROUND

The Community Foundation for Greater Atlanta (The Foundation) is one of the nation's premier philanthropic institutions, managing more than \$1.8 billion in assets and serving as a trusted partner to more than 1,000 donors and nonprofit organizations. The Foundation leverages a variety of resources including donor-advised funds, strategic grantmaking, civic leadership, and community investment.

Rooted in the Foundation's shared values of Accountability, Care, and Excellence, the Foundation team works to inspire and lead the metro Atlanta region toward equity and shared prosperity.

The Foundation supports mission-aligned investments including funding for arts and culture, housing, wealth development, and civic initiatives. Critical to the Foundation's investing strategies is the organization's commitment to impact funding which ensures both social and financial returns. The Foundation's impact investing portfolio allows for creative and agile program-related and mission-related investments that support deep and long-term work that moves metro Atlanta and the region toward greater opportunity and equitable prosperity for all.

Visit <https://cfgreateratlanta.org/> to learn more about the Community Foundation for Greater Atlanta.

### The Position

Reporting to the President and CEO, the Vice President of Impact Investing serves as the senior leader responsible for strategy, execution, and performance of the Foundation's impact investment platform including TogetherATL Atlanta Affordable Housing Fund (AAHF), the GoATL fund which invests in community capacity and affordable housing, and Community Guarantee program. Since December 2023, the Foundation has closed more than \$100M in transactions to support affordable housing options. Investments range from \$1M to \$5M, and to date, more than 5,000 homes in the region have been funded through commitments of \$124M.

The Vice President drives the impact investment strategies and portfolios from origination to exit/repayment, ensuring strong asset quality, compliance, and impact performance, while building and stewarding capital relationships across philanthropic and impact-investing stakeholders. The Vice President will play a lead role in driving the Foundation's affordable housing strategy, which makes up more than 90% of CFGA's impact investing.

The Vice President will lead an experienced team while providing mentorship and opportunities for the team's professional development. The Vice President of Impact Investing will also serve a trusted thought partner for other members of senior leadership and will be instrumental in the development and implementation of the Foundation's investing strategy.

This role operates with executive-level autonomy and Board visibility and combines market-facing deal leadership (pipeline cultivation, underwriting, structuring, and closing) with platform leadership (team goals, operating plan, governance rhythms, investor relations, and reporting), working cross-functionally in partnership with other Foundation teams to support CFGA's mission.

## ROLE OVERVIEW

### Strategy and Platform Leadership

- Own and continuously refine the impact investment platform strategy, annual priorities, and execution roadmap in partnership with the CEO and senior leadership.
- Work with the leadership team and board on the next iteration of the organization's strategic plan and develop plans for increasing investments for greater impact.
- Represent the Foundation externally in impact investment and housing ecosystems—developers, CDFIs, public agencies, peer funders, and collaboratives—advancing credibility and partnership pathways.

### Impact Investment Production

- Lead a robust origination engine across metro Atlanta: source, evaluate, and advance impact investments (primarily in affordable housing).
- Manage and grow the active pipeline (e.g., GoATL/TogetherATL and related initiatives), ensuring clear stage gates, documentation, and decision-ready materials.
- Oversee and lead structuring transactions (debt and equity as applicable), partnering with Finance and Legal to align on terms, negotiate terms, and guide deals through investment committee approval and closing.

### Capital Raising and Investor Relations

- Partner with the CEO and Philanthropy/Impact teams to drive the fundraising capital strategy across philanthropic, institutional, and impact-investing sources.
- Support closing and onboarding of new investors, coordinating with Legal/Operations on fund documents (e.g., subscription agreements and related closing materials).
- Serve as senior relationship manager to key capital partners and steward institutional donor relationships.
- Oversee regular impact reports, donor-specific compliance reporting, and an integrated reporting calendar.
- Engage with internal stakeholders to define and maintain the impact metrics framework, including data collection processes from borrowers and partners.

### Fund Management, Underwriting Oversight, and Asset Management

- Oversee due diligence and underwriting workflows (internally and with consultants), ensuring consistent risk assessment, affordability and impact standards, and documentation quality, balancing property types, locations, and risk levels to optimize social and impact returns and minimize exposure to market fluctuations.
- Oversee and lead portfolio and asset management: borrower monitoring cadence, covenant compliance, and proactive risk management across all housing funds.
- Maintain fund-level tracking against goals (e.g., affordability levels, sponsor concentrations), and ensure compliance artifacts (side letters, grant agreements, reporting requirements) are complete and accessible.

### Team Management

- Build and manage the department's team, advise on positions required in partnership with human resources, and staff the team in preparation for future growth.
- Lead the impact investment team's operating cadence including goal setting, performance expectations, coaching, and accountability systems.

# THE IDEAL CANDIDATE

The ideal candidate for the Vice President position possesses the following competencies:

<b>Plans and Aligns</b>	<b>Manages Complexity</b>	<b>Decision Quality</b>
Planning and prioritizing work to meet commitments aligned with organizational goals.	Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.	Making good and timely decisions that keep the organization moving forward.
<b>Drives Vision and Purpose</b>	<b>Drives Results</b>	<b>Interpersonal Savvy</b>
Painting a compelling picture of the vision and strategy that motivates others to action.	Consistently achieving results, even under tough circumstances.	Relating openly and comfortably with diverse groups of people.

## Experience

### Required

- Bachelor's degree in finance, real estate, public policy, business, planning, or related field (advanced degree preferred).
- 10+ years progressive experience in impact investment including affordable housing finance/real estate, community development finance, housing policy implementation, or closely related work.
- Demonstrated experience leading complex transactions (debt/equity), including underwriting, structuring, negotiations, and closing.
- Strong stakeholder communication skills—comfortable presenting to investment committees, boards, and external partners.
- Proven ability to lead multi-stakeholder initiatives, manage priorities, and deliver outcomes on time and within budget.

### Preferred

- Experience working with or alongside CDFIs, LIHTC ecosystem partners, public housing/agency stakeholders, philanthropy, and institutional investors.
- Experience building (or re-building) operating systems for a fund/platform (templates, workflows, reporting calendars, compliance tracking).
- Familiarity with fund documentation processes and partnership with counsel/finance teams on closings and governance.
- Track record of motivating, leading and mentoring large, multidisciplinary teams.
- Strong belief in diversity, equity, inclusion, and building a workforce reflective of the communities served.
- Collaborative, transparent, and ethical leadership style.

## ORGANIZATIONAL STRUCTURE

### Leadership Team

The Vice President of Impact Investing reports directly to the President and CEO. The Vice President serves on the senior leadership team which includes the Chief Operations Officer, Vice President of Advancement and Philanthropic Services, and Vice President of Community Impact.

The Vice President will have experience leading and mentoring a team (currently five members) and will model an entrepreneurial style that balances implementing the technical aspects of impact investing with the needs of the Atlanta community.

## WHO WE ARE

### Work Environment

The typical work schedule is hybrid with the team working on-site at the Foundation's downtown Atlanta office Tuesday–Thursday and working remotely Monday and Friday. Evening or weekend work may be required, including some travel to vendor or partner sites as needed.

### Commitment to Diversity

The Community Foundation for Greater Atlanta provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

The Community Foundation for Greater Atlanta values diversity and inclusion; we honor the diverse needs, strengths, voices, and backgrounds of all individuals in our regional community.

## COMPENSATION AND BENEFITS

The anticipated salary for the Vice President of Impact Investing is between \$225,000 - \$255,000 based on experience.

This position is exempt, and will be eligible for the Foundation's competitive health and benefits plan which includes:

#### **Paid time off**

- Four weeks of accrued paid vacation
- Two weeks of accrued paid sick leave
- Four mental health days
- Two personal days
- Two floating holidays
- Ten holidays

## COMPENSATION AND BENEFITS (cont.)

### Benefits (effective on date of hire)

- 100% employer-paid benefits (medical, dental, vision) for employee-only insurance plans
- 100% employer-paid life insurance and AD&D
- 100% employer-paid short-term disability and long-term disability
- 100% employer-paid parking downtown Atlanta or monthly MARTA card
- Affordable plans for legal insurance, critical illness, supplemental life, and more
- Employee Assistance Program

### Retirement

Immediate eligibility to contribute to a 403(b) plan, plus a 6% employer-paid contribution after one year of employment—regardless of employee contributions.

### Culture and Development

- Individual Development Plans (IDPs) for each team member including trainings, resources, and professional development opportunities
- Two Wellness Rooms for mental health with self-care items
- Fun monthly employee engagement activities

## TIMELINE AND NEXT STEPS

To apply, please [click here](#). All applicants will receive an email confirming receipt of application. If you are selected to move forward for an initial screening, you will hear from us by June.

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[Submit an application](#)