

MARKET PRESIDENT-TEXAS

JOB DESCRIPTION

AltCap is a leader in equitable lending and ally to underestimated entrepreneurs. We pair financing expertise and on-the-ground advocacy to give small business owners access to the fair, patient capital they need to start, grow, and thrive. Our lending is not a handout, it is a community and economic catalyst. By igniting the entrepreneurship potential that traditional lenders may overlook, we empower entrepreneurs throughout our communities to build a more inclusive, vibrant local economy.

As the Market President, you will represent AltCap and lead our operations and strategic initiatives within the Houston market. Your role will include business development, capital raising, and community engagement. You will be responsible for shaping and executing AltCap's market development strategy in Houston, with the overarching goal of expanding access to capital for small businesses and fostering economic empowerment through entrepreneurship – in particular for socially and economically disadvantaged individuals. You will have a unique opportunity to make a tangible impact on the economic vitality and prosperity of the Houston community, while also advancing AltCap's mission of creating positive social change through entrepreneurship development and catalytic finance. Key measurements of success include loan productivity, capital raising, and profitability growth while maintaining excellent loan asset quality and strong strategic partnerships in the market.

RESPONSIBILITIES

- Lead efforts to expand AltCap's presence and reach within the Houston market, driving business development initiatives and forging strategic partnerships.
- Develop and execute strategic plans for the Houston market aligned with AltCap's mission and objectives.
- Effectively deploy capital to underserved Houston-area entrepreneurs.
- Function as a brand ambassador for AltCap, representing the organization at various industry events, conferences, and local networking opportunities.
- Assess creditworthiness of potential borrowers and provide guidance on structuring financing solutions tailored to their needs while mitigating risk.
- Coordinate entrepreneurship training efforts with technical assistance partners.
- Cultivate and maintain strong relationships with key stakeholders, including local businesses, community organizations, government agencies, and financial institutions.
- Engage with local stakeholders to identify opportunities for collaboration and collective impact, working towards building a more equitable and resilient economy.



AltCap

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- Identify market trends, opportunities, and challenges to inform strategic decision-making and ensure AltCap's continued growth and impact.
- Implement risk mitigation strategies to maintain asset quality and portfolio health.
- Oversee the loan origination process, ensuring adherence to underwriting standards and risk management protocols.
- Serve as AltCap's champion for economic development and entrepreneurship in the Houston community, advocating for policies and initiatives that support small businesses and underserved populations.

QUALIFICATIONS

- Commitment to AltCap's mission of promoting economic opportunity and empowerment for underserved communities.
- Bachelor's degree in business administration, finance, economics, or a related field (or equivalent work experience).
- Proven leadership experience in the financial services industry, with a focus on community development finance, lending, or related areas.
- Deep understanding of the Houston market dynamics.
- Strong network of relationships within the Houston business community, including potential borrowers, partners, and stakeholders.
- Excellent communication skills, with the ability to effectively articulate AltCap's mission, vision, and value proposition to diverse audiences.
- Demonstrated record of strategic thinking, business development, and community leadership.
- Understanding of CDFI industry standards, regulations, and best practices is a plus.
- Prior experience in lending, underwriting, or banking is an advantage.
- Adventurous eater.

BENEFITS

- Competitive compensation commensurate with experience
- Health, dental, and vision insurance are available on day one.
- HSA, FSA, short-term and long-term disability, and employer-paid life insurance available.
- 401(k) plan available after 6 months with 3% employer contribution.
- Generous PTO and holiday policy including eleven national holidays, day after Thanksgiving, and Christmas to New Year break.

TO APPLY

Join our dynamic team and contribute to our mission of creating positive social impact. The Market President position is a full-time position, Monday – Friday, 8:30 am – 5:00 pm with occasional evening and weekends required. To apply, please email a resume, cover letter, and a writing sample to Ruben Alonso, CEO at ruben@altcap.org. Applicants must be authorized to work for any employer in the U.S. We are currently unable to sponsor or take over sponsorship of an employment Visa. AltCap is an Equal Opportunity Employer. We celebrate, support, and thrive on diversity and are committed to creating an inclusive environment for all employees.