

Title:	Senior Lender, Affordable Housing
Employee Status:	Full Time-Exempt
Salary:	Salary Grade: 5 Starting range of \$81,200 – \$91,300 Chicago Detroit Milwaukee St. Louis Starting range of \$73,000 – \$82,200 Cleveland Columbus Indianapolis Grand Rapids
Reports to:	Director of Lending, Affordable Housing
Department:	Capital Solutions
Location:	Any IFF Office
Hybrid Remote:	In office: T/W Remote: M/Th/F

Department Function: Capital is a critical resource that's often beyond the reach of nonprofits serving communities with limited resources. IFF works hard to change that. For more than 30 years, IFF has specialized in flexible lending products that help nonprofits achieve their growth goals and best serve their communities. IFF's clients include human services agencies, supportive housing providers, schools, health clinics, arts organizations, community centers and a full spectrum of other nonprofit organizations. Racial inequality in property values still exists today. IFF takes a different approach to underwriting that isn't limited by appraisals, but instead is informed by a deep understanding of nonprofit operations and the importance of nonprofit facilities to communities. IFF provides lending to our clients uniquely designed to serve nonprofits with no appraisals on commercial projects, as low as five percent up front, and long-term loans with no prepayment penalties. Loans can be used for acquisition, facility improvement, equipment and vehicles, and affordable housing. Capital Solutions is part of IFF's Core Business Solutions which is a cross-cutting team that sits at the nexus of nonprofits, communities, and IFF technical knowledge. The group provides thought leadership and expertise to drive corporate strategy across markets. The primary business units in Core Business Solutions are Capital Solutions, Real Estate Solutions, Community Development Solutions, Home First, Legal and Compliance.

The Organization

IFF is a mission-driven lender, real estate consultant, and developer that helps communities thrive. Key to our success has been a deep sense of purpose, a broad perspective, and a relentless focus on achieving positive results. Across the Midwest we help clients from every sector, including human service agencies, health centers, schools, affordable housing developers, and healthy food grocery operators. Staff contribute extensive business experience and an unrivaled connection to the mission of IFF to the clients we serve.

Equity, Diversity, and Inclusion

Partnering to create thriving communities is at the heart of everything we do. We leverage knowledge, capital, and resources to advance equitable and transformational outcomes in under-resourced communities, guided by

our commitment to be an inclusive, anti-racist and anti-oppressive institution that honors communities as asset-rich and as experts in their own stories.

Capital Solutions Department Function

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Basic Job Function

The Senior Lender, Affordable Housing position is responsible for managing borrower relationships and underwriting loans. The Senior Lender, Affordable Housing will structure debt for affordable rental housing in the Midwest, across IFF's geographic footprint. IFF provides predevelopment, acquisition, construction, and permanent financing for projects financed with a variety of public and private sources, including Low-Income Housing Tax Credits. The position will be expected to meet loan production goals while satisfying IFF loan policy guidelines. IFF is looking for candidates with a commitment to the work we do who can demonstrate their creativity, diligence, enthusiasm, growth-mindset, thoughtfulness, and passion to make meaningful change in the areas of economic and racial justice.

Core Responsibilities:

1. **Loan Processing:** Evaluates affordable housing loan requests. Assesses financial feasibility; site analysis and building plans; development team; market studies; appraisals; property management; potential risks; and other relevant data to support a recommendation of whether to make the loan. Presents loan recommendations to credit committee for approval. Works with legal counsel, IFF Closing and Escrow Unit, borrower and other deal partners to ensure timely closing.
2. **Relationship Management:** Attends appropriate industry and network events and conferences and represent IFF. Builds new and maintain existing relationships with potential and current borrowers. Works with Marketing team to generate sector- and product-specific messaging.
3. **Demonstrates a commitment to equity, diversity, and inclusion.** Promotes an environment of empathy and respect, ensures the inclusion of all team members, and will actively engage in EDI events and learning opportunities.
4. **Performs other duties as required.**

Performance Measures:

1. Achievement of lending and program goals.
2. High level of customer satisfaction with IFF products and services.
3. Complete, accurate, and thoughtful analysis and communication of lending risks and mitigants for loan applications.
4. Successful collaboration with housing lending team, including other lenders, asset managers, and closing services.
5. Cultivates a culture of openness in information sharing. Encourages open communication, cooperation, and the sharing of knowledge.
6. Models personal accountability that promotes ownership and engagement.
7. Builds and maintains effective working relationships with colleagues, peers and team members.
8. Values and supports differences in others, contributing to an inclusive work environment. Demonstrates the ability and willingness to communicate effectively with people of diverse backgrounds and experiences to create a collaborative, collegial, and caring community.
9. High level of satisfaction with both internal colleagues and external contacts.

Position Qualifications:

Education: Bachelor's degree or equivalent combination of education and/or experience.

Previous Experience: Minimum of five years of experience, specifically three focused on a affordable housing lending or development. Strong knowledge of complex affordable housing financing structures, including LIHTC program rules and familiarity with Federal and Local financing sources such as HOME, CDBG, TIF, and the Federal Home Loan Bank's AHP.

Special Knowledge and Skills:

1. Strong communication skills demonstrating attention to detail and professional writing style.
2. Strong organizational skills including ability to follow through independently.
3. Capacity to prioritize multiple tasks to meet customer deadlines while ensuring credit integrity.
4. Professional demeanor and willingness to cooperatively participate on a team in a mission-based organization.

Additional Requirements: Occasional evening and weekend work.

Standard Benefits:

- Medical, dental, and vision insurance
- Paid time off
- 401(k) retirement plan with employer contribution
- Life Insurance
- Short and long term disability

Work-Life Balance Benefits:

- Hybrid workplace
- Summer Fridays

Employee Development Benefits:

- Professional development stipend
- Mentorship program

Miscellaneous:

- Wellness programs
- Employee assistance
- Referral Bonuses

IFF does not offer the following:

- relocation package
- 100% remote
- provide sponsorship to applicants who require or will require a work permit.

Check off only some boxes in the requirements listed above. Studies have shown that marginalized communities - such as women, LGBTQ+ and people of color - are less likely to apply to jobs unless they meet every qualification. So, if you're excited about this role, we encourage you to apply.

Application Instructions: Please visit the Careers section of our website to apply online. Both a resume and cover letter are required.

IFF values equity, diversity, and inclusion as part of its mission to strengthen nonprofits and the communities they serve. IFF is an equal opportunity employer and is committed to building and maintaining a culturally diverse workplace that is free of discrimination and harassment of any kind. We encourage women, minorities, individuals with disabilities and veterans to apply. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, veteran status, or any other status protected by the laws or regulations in the locations where we operate.