



**Senior Director of
Impact Investing**

Western North Carolina

Based in Asheville, NC

June 2023

In 2019, [Dogwood Health Trust](#) (Dogwood) operationalized as a health conversion trust and set out to lead philanthropy in Western North Carolina in ways unique to the region. Over the past four years, Dogwood has taken a 360-degree overview to both understand the region's challenges and to enable Dogwood's partners to influence the barriers that impact those living in Western North Carolina (WNC). Charting an original course has allowed Dogwood to operate outside of many of philanthropy's traditional structures and Dogwood has created partnerships within WNC that center community while building trust-based relationships between Dogwood and regional partners. Dogwood's philosophy recognizes that the best and most equitable use of resources, whether financial or influential, can only come through actively empowering community to create their own markers of positive change.

As Dogwood has evolved and developed its priorities and methods in partnership with its [18 county and Qualla Boundary footprint](#), Dogwood has made investments that serve the immediate and long-term needs of Western North Carolina. Through the sharing of resources, which includes funding and other investments such as capacity building, convening and advocacy, Dogwood is engaging the regional community to work towards its purpose to **dramatically improve the health and wellbeing of all people and communities of Western North Carolina.**

A key person in realizing the strategic vision of Dogwood is the **Senior Director of Impact Investing** who will help to steward Dogwood's financial resources and will use financial investments to positively impact WNC now and into the future.

HISTORY

Dogwood Health Trust is a \$1.8 billion private healthcare conversion foundation based in Asheville, North Carolina. Dogwood focuses on achieving radical and equitable impact for all who reside in WNC by engaging the public, private, and nonprofit sectors together on four initiatives: **Housing, Education, Economic Opportunity and Health & Wellness.** These four areas align to serve both the entire person and entire community. Dogwood is committed to strategies that, while emphasizing one of the four areas of impact, positively affect the other three.



Dogwood's creation has opened the door to unforeseen opportunities in the area, and Dogwood's responsibility is to catalyze leaders and problem solvers, both regionally and from outside the area, to improve the lives of all Western North Carolinians. Dogwood works with local leaders and community residents themselves to identify and focus on the root of regional problems by working to uncover and address the behavioral patterns, structures and mindsets that are the underlying causes. The Senior Director of Impact Investing will ensure the commitment and [strategic priorities](#) developed by the Board are realized.

The values of Dogwood Health Trust are advocated by staff and the Board of Directors, informing community engagement and philanthropic investment, and grounded in a commitment to diversity, equity, and inclusion.

- **Compassion with Courage.** We will be bold in pursuing our commitment to the people and communities of Western North Carolina by taking smart risks and investing in opportunities for profound impact.
- **Sustainability with Integrity.** We will bring transparency and humility in stewarding resources to support and strengthen Western North Carolina for generations to come.
- **Partnering with Purpose.** We will foster collective impact by promoting collaboration and advancing shared learning.

The Senior Director, working with the SVP of Community Investment, the Chief Executive Officer, Dogwood's Finance and Legal teams, and the Board of Directors, will ensure the community investment strategy of Dogwood Health Trust aligns with this commitment and these values, and that community investment decisions are consistent with being an effective steward of assets that benefit all in Western North Carolina as they *live, learn, earn and thrive, no exceptions*.

THE MANDATE

Reporting to the Senior Vice President of Community Investment, the **Senior Director of Impact Investing** is responsible for managing Dogwood's Impact Investing Portfolio which is currently estimated at \$110M. The Senior Director will work closely with Dogwood's Community Investment team and Finance and Legal teams to weave impact investing into all of Dogwood's community investment work.

Visionary. The Senior Director will be energized by the opportunity to build out Dogwood's impact investment strategy. The Senior Director will be adept at listening to, learning about, and translating community needs into thought and strategy. Sources, originates, and leads impact investment transactions that advance Dogwood's philanthropic objectives and goals.

Committed to equity. Centers equity in all aspects of the Portfolio's strategy and strengthens Dogwood's internal and external values of diversity, equity, and inclusion.

Mentor. Manages internal team members, currently an Impact Investing Associate, and external consultants for underwriting, due diligence, and portfolio monitoring. Engages with community partners while also providing internal training and education to the Dogwood team about opportunities for impact and returns on investments.

Strategic connector. Contributes to the development, continuous improvement and implementation of the Impact Investment Portfolio's strategy including the use of Mission Related Investments (MRIs) and Program Related Investments (PRIs) that further Dogwood's philanthropic objectives and goals. This strategy should consider the full spectrum of opportunities related to asset classes, investment tools, investee structure, intermediaries and co-investment and be centered in equity.

Process-oriented. Underwrites, structures, and manages a docket of impact investment transactions, and primarily in the form of funds and loans. Formalizes and oversees Dogwood's impact investing portfolio's operations including the full investment lifecycle. Works closely with members of the Legal, Grants Operations, and Finance teams to coordinate investment closings, subsequent disbursements, and the ongoing monitoring of investments.

Proactive and responsive. Manages and evaluates portfolio performance. Provides strong leadership in the development of quality indicators and focus on meeting established outcome and service standards for impact investing initiatives.

Effective communicator. Prepares oral and written reports for Dogwood's Board of Directors. In partnership with Dogwood's Community Investment and Community Engagement Teams, develops and nurtures strategic relationships with investees, intermediaries, government offices and other ecosystem stakeholders throughout the region and nationally.



THE INDIVIDUAL

The ideal Senior Director of Impact Investing candidate will have at least 7 years of experience in Mission Related Investments (MRIs) and Program Related Investments (PRIs) with demonstrated leadership in transactions, sourcing, origination, and management.

The Senior Director of Impact Investing will be a strategic partner to the CEO, the SVP and to the Board of Directors. The Senior Director will understand the four areas of impact of Dogwood investments and will work to be a partner to the Community Investment team, helping to strengthen the team's knowledge of strategic investment opportunities. The Senior Director will collaborate with other funders, including lending institutions and philanthropies, in the region while seeking new opportunities to build partnerships for investments that support Dogwood's investment strategy.

Ideally, the Senior Director of Impact Investing will have a lived experience in rural change while serving in philanthropy. The Senior Director will be a creative thinker, working to engage and support the numerous and diverse communities across Western North Carolina to bring about positive, lasting change.

The Senior Director will have an undergraduate degree in a relevant area of study and will ideally have a graduate degree and/or professional certifications.

The Senior Director

- Demonstrates a passion for, and success in, community-focused investing;
- Has the ability to develop a clear and strategic operational vision based on feedback from the community and Dogwood's staff and board;
- Views the social determinants of health through a systems lens and guides the community investment team to conduct their work consistent with Dogwood's Philosophy of Community Investment;
- Demonstrates knowledge of federal loan programs (preferred);
- Demonstrates commitment to equity and has a proven track record of ensuring that community and equity are part of the investing program;
- Has a background in credit underwriting or commercial lending (preferred);
- Has experience working with Community Development Financial Institutions (preferred);
- Has a lived connection and/or a deep understanding of southern and rural Appalachia (preferred);
- Demonstrates outstanding quantitative, financial, and analytical skills;
- Exhibits a proven capacity to develop and execute complex, mission-driven transactions;
- Is comfortable managing multiple projects in a highly reliable and effective manner; also, comfortable working with a wide range of investment challenges and impact opportunities.

ORGANIZATIONAL STRUCTURE

The Senior Director of Impact Investing reports to the SVP of Community Impact. The Senior Director manages internal team members, currently an Impact Investing Associate, and external consultants for underwriting, due diligence, and portfolio monitoring. The Senior Director will cross-collaborate with other senior leadership to develop impact investment strategies. The Senior Director also prepares and delivers reports to the Board of Directors and participates with committees of the Board of Directors as assigned.

LOCATION

While Dogwood Health Trust's offices are located in Asheville, NC, the Senior Director can be based anywhere in Western North Carolina. The Dogwood community investment team works in a hybrid style, convening in the newly completed office several times a week. The Senior Director of Impact Investing will have relationships within North Carolina and around the country and will draw on outside success and expertise to benefit the WNC community.

DOGWOOD'S COMMITMENT TO EQUITY AND INCLUSION

Dogwood Health Trust is committed to diversity, equity, and inclusion in our work and on our teams. We know that the rich diversity of perspectives and wisdom that is imperative to achieving our purpose can only come from a wide variety of origins and life experiences. We strongly believe that creating a workplace where all team members thrive is critical to fulfilling our purpose in the communities we serve and we intentionally recruit, develop, and retain the most talented people from a diverse candidate pool.

To apply or to suggest a prospect, please email DHTInvesting@intentionalworks.com

or contact Laura Lovelace at 404-423-0866.

