

Role Specification

Chief Financial Officer



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Organization Overview

BlueHub Capital is a mission-driven, nonprofit community development financing organization focused on building healthy communities where low-income people live and work. That means everywhere. BlueHub Capital's mission hasn't changed since 1985 because their view has never wavered: The more of us who live in healthy communities, the better off we are as a nation. Their investments focus on economically and racially marginalized communities that have been systematically denied access to capital.

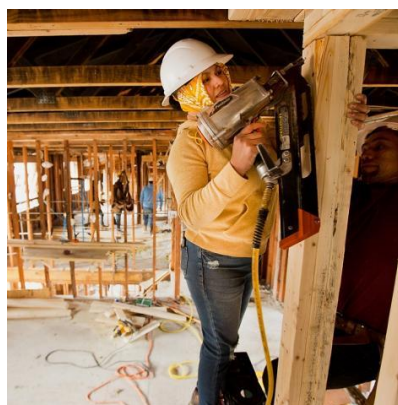
Financial tools that build wealth rarely get used to build the world they want. Where other lenders step back, BlueHub Capital steps in. They use innovative financial tools and deploy capital to support projects that make communities more vibrant places to live, including:

- Affordable housing
- School facilities
- Child and youth development programs
- Community-based health centers
- Grocery stores
- Clean energy enhancements
- Community gathering places
- Foreclosure relief mortgage lending
- Removing financial barriers to US citizenship

BlueHub Capital does what it does by listening, partnering and making smart investments. By upholding the same values of racial and economic equity that have guided them since 1985. By constantly innovating, growing core business lines and generating new ones. By standing on rock-solid financial ground. Because BlueHub Capital doesn't just see money. They see what money can do.

The organization started out in the mid-'80s with \$3,500 and a focus on Boston's low-income neighborhoods. Today, they operate in 39 states and Washington, DC, where 75% of the US population lives. They have invested over \$2.6 billion in projects from Boston to Los Angeles and leveraged over \$13.6 billion in public and private investment.

<https://bluehubcapital.org/>



Organization Overview *(continued)*

BlueHub started as a community development financial institution (CDFI), which is a mission-driven institution dedicated to delivering responsive, affordable financial products and services to foster economic growth in underserved communities; certified by the United States Treasury Department's CDFI Fund

They use a broad range of innovative financial tools to connect people and communities with resources and capital.

- BlueHub Loan Fund: lends for community and economic development
- BlueHub SUN: prevents foreclosure and eviction through mortgage lending
- BlueHub Energy develops energy resiliency and renewable energy
- One Percent for America reduces financial barriers to citizenship

Core Values

- Effective organizations evolve to meet the needs of the communities they serve.
- Isolation is common to unhealthy communities and organizations.
- Low-income communities are entitled to the same high-quality expertise and services that their wealthier neighbors take for granted.
- The culture of their organization should reflect the values they bring to the work they do and communities they serve.
- Systemic change drives far-reaching and long-lasting results.
- Asking the right questions is the root source of good leadership. As the world evolves, so must the questions.



The Role

Job Purpose

Reporting directly to the CEO, Elyse Cherry, the Chief Financial Officer (“CFO”) will oversee the organization’s finance, accounting, treasury and investor relations functions and play a key role on the executive leadership team, helping to drive the organization’s continued growth and scaling. With responsibility for directing the strategic and operational financial management of the company, the CFO will provide leadership, direction, and rigor on all financial, planning and reporting functions to achieve the organization’s revenue and cost management goals. The CFO will play a key leadership role in managing financial processes, systems and infrastructure, ensuring excellence in the function. The CFO will also be responsible for developing and leading a world-class finance and accounting team able to support the future growth of the organization.

Acting as an effective thought-partner, the CFO will be highly engaged with the CEO, senior leadership team, and Board of Directors. They will provide operational and strategic support to the organization more broadly and serve as a strong collaborator across functions internally, including with the Development team, as well as supporting efforts externally, including with key funders/investors.

Success will require an individual who is a strong finance executive, an excellent communicator, and a relationship-oriented leader. The CFO will be able to approach strategic financial management and planning with an enabling, forward-thinking and innovative ethos. This leader will be committed to and excited to serve the mission of BlueHub Capital.



The Role *(continued)*

Key Accountabilities

- Act as a strategic and analytical thought partner to the CEO, leadership team and the Board to achieve key financial goals. Constructively contribute to the enterprise strategy development and execution to ensure growth targets are achieved.
- Foster deep, trust-based relationships with local and national banks and investors and work with multiple financial institutions.
- Lead all financial aspects of the organization, including financial reporting, budgeting, audit, tax, accounting, treasury, financial forecasting and planning, board dashboard metrics as well as fundraising and investment scrutiny.
- Maintain compliance with tax and regulatory requirements.
- In partnership with the organization's executive team, help enable the future state of BlueHub Capital as a high performing organization. Ensure the finance organization serves as a streamlined function, with best-in-class processes, skills, systems, and controls in place to support the planned growth going forward.
- Establish rigorous approach to KPIs, metrics, and dashboards that most effectively measure results.
- Communicate strategic, financial and operations performance information in a timely and meaningful way to the Management Team and Board of Directors. Ensure data and insights enable timely business planning, budgets, relevant financial management information and analysis, and provides the insights required to make effective business decisions.
- Collaborate effectively internally across the organization, including with the Development team, as well as externally as needed, including with funders/investors.
- Mentor and develop a best-in-class team, ensuring a strong financial discipline.

Size of Team

This role will have a team of approximately eight to ten people.

Location

This role will be based in Boston, Massachusetts at BlueHub's headquarters.



Reporting to



Elyse Cherry

*Chief Executive Officer of BlueHub Capital
and President of Boston Community Venture
Fund, Aura Mortgage Advisors and NSP
Residential*

Elyse Cherry is the CEO of BlueHub Capital and President of Boston Community Venture Fund, Aura Mortgage Advisors and NSP Residential.

Elyse has served as the CEO of BlueHub Capital since 1997. Under Elyse's leadership, BlueHub has invested over \$2.6 billion, leveraged an additional \$13.6 billion, and built a national tax credit practice to: finance affordable housing, health centers, schools and other community facilities; provide foreclosure relief through the creation of a mortgage lender aimed at stabilizing urban neighborhoods; create jobs; benchmark and drive down energy and utility costs; promote resiliency; and remove financial barriers to US citizenship.

Elyse is a former partner at the law firm of Hale and Dorr (now WilmerHale), where her national transactional practice focused on multi-family and commercial real estate finance and development, affordable housing and open space preservation.

An active civic and business leader, Cherry is a member of the Wellesley College Board of Trustees, the Board of Advisors of Eastern Bank, and Chair of the Board of the Forsyth Institute. She is also on the Board of Directors of The Boston Foundation, where she co-chairs the Advisory Committee for The Equality Fund -- a fund supporting Greater Boston nonprofits that strengthen the LGBTQ community.

Elyse has been named one of 50 most influential Bostonians by the Boston Business Journal, one of the Top 100 LGBT Executives in the World by the Financial Times and OUTstanding, and one of 21 Leaders for the 21st Century by Women's eNews. In 2014, the White House named Cherry a Solar Champion of Change. She received Wellesley's Alumnae Achievement Award in 2017, and she received the Susan M. Love Award from Fenway Health in 2014. Boston Globe Magazine and The Women's Edge have named BlueHub Capital one of the Top 100 Women-Led Businesses in Massachusetts every year since 2014.

She is a frequent speaker and panelist at national gatherings and has been cited and published in the New York Times, the Washington Post, the Los Angeles Times, the Philadelphia Inquirer, and the Boston Globe, among others. She has been featured on the CBS Evening News, NPR's Marketplace, PBS's NewsHour and MSNBC's All In with Chris Hayes.

Elyse is a former or present member of more than a dozen privately held company boards including Zipcar. She chaired the Massachusetts Cultural Council, served on Massachusetts Governor Deval Patrick's statewide transition team and was a member of Governor Patrick's Foreclosure Impacts Task Force. Cherry also chaired the Board of Mass Equality during that organization's historic fight for marriage equality.

Elyse, an attorney, graduated from Wellesley College and Northeastern University School of Law.

Candidate Profile

Key Experiences	Must Have	Nice to Have
Functional Experience		
Experience as a sitting enterprise CFO		<i>Strongly Preferred</i>
Experience as a divisional or regional CFO	✓	
Strong foundation in technical and operational finance, including FP&A and financial controls	✓	
Experience working with investors/funders		<i>Strongly Preferred</i>
Leadership Experience and Traits		
Demonstrated success driving growth and value creation in an entrepreneurial, innovative environment	✓	
Metrics and results oriented, with proven success establishing reporting and KPIs to measure performance and drive accountability	✓	
Extensive experience presenting to executive leadership and effectively articulating an organization's financial, operational and strategic story	✓	
Highly collaborative; track record of working effectively across functions	✓	
Business oriented mindset; a proactive and strategic thought partner to the CEO and broader organization	✓	
Strong team leader with a track record of building inclusive, high performing teams	✓	
Other Qualifications		
Certified Public Accounting (CPA) certification		<i>Strongly Preferred</i>
MBA or Master's degree in finance or accounting		✓
Strong interest in mission orientation/impact investing		✓

Leadership Competencies



Strategic Orientation

Creative and capable of thinking broadly about the business, the ideal candidate will demonstrate the ability to work with the CEO and the rest of the management team and board to help shape BlueHub Capital's financial and operational strategy. Candidates will be able to demonstrate contributions to the strategic success of their prior organizations and demonstrated ability to serve as a strategic thought partner.



Results Orientation

The ideal candidate will have a record of consistently delivering results in environments characterized by growth and continuous improvement. They will have demonstrated the ability to present financial, accounting and operational information using relevant managerial reports, such as analysis of performance and profitability, to interpret data and trends; and to harness information to measure operational improvements. This individual will not be satisfied with simply achieving goals but will seek out ways to consistently exceed goals and bring value to the organization. They will be able to effect positive change using multiple levers to drive growth and operational efficiencies.



Collaboration and Influencing

The CFO will need to communicate clearly, accurately, and timely to both internal and external parties. This leader will need to demonstrate the ability to influence decision-making as a result of their credibility and functional expertise and alongside proven leadership, initiative and the ability to build strong partnerships. This will require the successful candidate to assimilate others' ideas and input, while shaping and influencing decisions to drive impact.



Team Building and Leadership

The successful candidate will bring a collaborative style that facilitates commitment and enthusiasm. This person will actively engage through problem solving, creating a clear sense of team identity and hold teams accountable for meeting collective goals. They will be viewed as a natural leader across the organization and possess managerial skills that are reflected by their organizational abilities, success developing a talented team, skill in managing resources, responsiveness to management, and good judgment.

Application Process

BlueHub Capital is looking for interested, qualified candidates. If you are interested in applying for this role, please send an e-mail with your resume / CV and an optional cover letter to BlueHubCapitalsearch@egonzehnder.com.

The search firm with whom we are partnering, Egon Zehnder, will review your information and follow-up if there is a potential fit.

Thank you for your consideration.

About Egon Zehnder

Egon Zehnder is the world’s preeminent leadership consulting firm, sharing one goal: to help people and organizations transform. We know what great leaders can do and are passionate about delivering the best solutions for our clients. As One Firm, our more than 500 Consultants in 63 offices and 36 countries combine our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and non-profit and government agencies to provide a comprehensive range of integrated services: Board advisory, CEO search and succession, executive search, executive assessment, leadership development and organizational transformation.

Our leadership solutions cover individual, team and organizational effectiveness, development and cultural transformation. We work with world-class partners including Mobius Executive Leadership, a transformational leadership development firm. In addition, we have partnered with Paradox Strategies, co-founded by Harvard University Professor Linda Hill, to develop the Innovation Quotient (IQ), a proprietary culture diagnostic.

Our goal is that the work we do contributes to successful careers, stronger companies – and a better world.

For more information, visit www.egonzehnder.com and follow us on [LinkedIn](#) and [Twitter](#).





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