GROWTH PARTNERS ARIZONA

Phoenix, Arizona

EXECUTIVE DIRECTOR

About Growth Partners Arizona

Growth Partners Arizona (GPAZ) is a Phoenix-based nonprofit Community Development Financial Institution (CDFI). Our legal mandate is to provide responsible lending capital to nonprofit organizations and underserved small businesses across Arizona, paired with technical assistance that strengthens financial literacy and long-term organizational health. Through this dual mission of capital and coaching, GPAZ helps mission-driven organizations and entrepreneurs who are often overlooked by conventional financial institutions build sustainable, thriving operations that benefit communities statewide. GPAZ is closely aligned as a supporting organization to Arizona Capital Source, an Arizona economic development entity and U.S. Small Business Administration Certified Development Company (CDC) formed in 1979.

The Opportunity

GPAZ's Board of Directors is conducting a search for its next Executive Director, following a planned leadership transition. This is a pivotal moment for the organization: the incoming Executive Director will inherit a strong governance foundation and will be charged with sustaining GPAZ's lending mandate, deepening funder and community partnerships, and positioning the organization for continued growth in service to nonprofits and small businesses throughout Arizona.

Key Responsibilities

- Serve as GPAZ's Executive Director, overseeing all lending operations, technical assistance programming, staff management, and day-to-day organizational leadership.
- Promote a culture of accountability, collaboration, and continuous improvement within the organization. Manage, mentor, and develop a high-performing team. Establish performance goals that align with the GPAZ’s mission and impact goals, provide regular feedback, and conduct performance evaluations.
- Build and maintain strong, consistent communication with the Board Chair and Board of Directors. Attend GPAZ Board meetings and provide timely and accurate operational, financial, and programmatic information and partner closely with the Board Chair and Executive Committee on strategic direction, policy, and governance matters.
- Ensure GPAZ fulfills its CDFI mandate by originating and managing responsible loan capital to nonprofit organizations and underserved small businesses across Arizona.
- Oversee and continue to build technical assistance offerings that improve financial literacy and capacity among borrowers and the broader small business and nonprofit community.

- Maintain and grow relationships with funders, financial institution partners, government agencies, and community stakeholders to support GPAZ's capital base and mission reach.
- Ensure sound financial management, regulatory compliance, and adherence to CDFI Fund and other funder reporting requirements.
- Leverage CDFI funding, debt capital, and grants to drive impact-driven lending initiatives.
- Represent GPAZ publicly as a thought leader in community development finance across Arizona.

Qualifications

- A bachelor's degree in finance, business or public administration, community development or related field, OR comparable professional work experience.
- Solid, hands-on management skills, including budget preparation, analysis, decision-making, and reporting, particularly in a non-profit setting.
- Significant senior leadership experience in a CDFI, community development lending institution, bank, credit union, or closely related mission-driven financial organization.
- Demonstrated understanding of small business and/or nonprofit lending, underwriting, and portfolio management.
- Experience designing or overseeing technical assistance or financial literacy programming is strongly preferred.
- Track record of funder relations, grant management, and/or capital raising in a nonprofit or mission-driven finance context.
- Strong board governance experience, with the ability to work collaboratively with a Board Chair and Executive Committee.
- Excellent communication skills and the ability to represent the organization credibly with financial institutions, government agencies, and community partners.
- Bachelor's degree required; advanced degree in business, finance, public administration, or related field preferred.

Compensation & Location

This is a full-time, Phoenix, Arizona-based leadership position. The salary range is $115,000 to $150,000, commensurate with experience, with a comprehensive benefits package including medical, dental, vision, life, and disability insurance, as well as a 401(k) retirement plan.

How to Apply

Interested candidates should submit a resume and cover letter describing their relevant experience in lending, community development, and nonprofit or small business technical assistance. Include three professional references.

Email to GPAZexecsearch@gmail.com by October 15, 2026, with the subject line "GPAZ Job Opening."

Growth Partners Arizona is an equal opportunity employer committed to diversity, equity, and inclusion.