



## Executive Director Search

[Little Italy Redevelopment Corporation](#)

Little Italy Redevelopment Corporation (LIRC) is a non-profit community-based development organization dedicated to representing and revitalizing Cleveland's Historic Little Italy community. Serving residents and businesses, and partnering with strategic and long-standing neighborhood institutions, LIRC aims to attract new investment while preserving the rich Italian heritage and architectural significance of the neighborhood. Our vision is to create one of the most vibrant, iconic, and recognized Historic Landmark Districts in Northeast Ohio.

### LIRC's Role in the Community

- ✓ Envision and implement catalytic projects that improve quality of life for residents.
- ✓ Connect with community members and collaborate on neighborhood initiatives.
- ✓ Provide resources and technical assistance to residents, businesses, and stakeholders.
- ✓ Produce and market neighborhood events and programs to enhance livability.
- ✓ Advocate for favorable policies consistent with LIRC's mission, vision, and values.

### Executive Director's Key Responsibilities

- **Hire, Manage, and Support LIRC Staff:** Maximize the productivity and effectiveness of staff through professionalism and sound personnel management strategies. Conduct regular performance reviews, provide frequent constructive feedback, and encourage opportunities for professional growth.
- **Financial Management:** Assure the organization's financial health by overseeing the development of, and adherence to, operating budgets. Develop financial performance measures and monitor performance results. Follow best practices and ensure compliance for all funding sources.
- **Fund Development:** In support of the budget, develop and implement strategies to raise capital through fundraising events, direct appeal, grant awards, and fees for services. Actively cultivate new revenue sources for the organization.
- **Board Relations and Support:** Collaborate with the Board of Directors through clear, thoughtful, ongoing communication and engagement. Provide information and materials required for Board review and decision-making in a timely manner. Assist in the identification, recruitment, and retention of appointed Board members.
- **Strategic Planning:** Oversee the development and implementation of LIRC's strategic initiatives, including special projects and neighborhood plans. Assure that planning efforts are continual, transparent, and reflect the organization's vision and mission. Efforts should also include a robust community engagement component. Work with the Board to proactively identify and address near- and long-term challenges for the organization.

- **Leadership & Outreach:** Build and maintain strong relationships with residents, businesses, and stakeholders within the community (and beyond) that contribute to a positive organizational impact. Serve as the “face” of the organization and primary spokesperson to regulatory agencies (city, county, state and federal), outside investors, and the community.
- **Organizational Accountability:** Measure and review progress on LIRC’s strategic initiatives and related programs, projects, and initiatives. Report performance results to the Board, staff, funders, and governmental partners. Identify and recommend program enhancements and/or corrective actions.
- **Partnership Management:** Provide leadership and guidance in negotiations with other community development organizations and nonprofits regarding service contracts and partnerships.
- **Field Innovation:** Work with the staff and Board to develop and implement new and creative ways for the organization to carry out its mission, serve the community, and innovate on conventional community development models.

### Minimum Qualifications

- 5 years of professional experience in nonprofit organizational management with a preference for work in community development, public policy, economic development, or related fields.
- Supervisory and team leadership experience.
- Experience with nonprofit budget preparation and management.
- Demonstrated experience in fund development.
- Ability to work in Little Italy full time.

### Encouraging candidates with a range of experiences to apply. Ideally searching for someone who is:

- Passionate about LIRC’s mission, vision, and values. Area(s) of passion may include housing, building community representation and empowerment, civic participation, place-based and accessible neighborhood development, and/or supporting local businesses and entrepreneurs.
- Familiarity and comfortability with housing and/or commercial real estate development and management tools.
- A strategic thinker adept at solving problems, overcoming obstacles, and adapting to achieve desired outcomes in a rapidly changing environment.
- A persistent, self-motivated executive who is passionate about Little Italy and energized by LIRC’s unique challenges and opportunities.
- A clear communicator with excellent interpersonal and diplomatic skills. Thoughtful listener who can authentically build trust among a broad range of community stakeholders.
- A professional with expertise in fields such as community development, public policy, accounting, grant writing, finance, urban planning, marketing, and/or related fields.
- A visionary leader eager to operate at organizational, neighborhood, and city-wide levels with integrity, discretion, and a passion for equity and sustainability.

### Application Instructions

To apply, e-mail a single PDF file that includes a tailored cover letter and resume to Joe Marinucci at: [joe@littleitalycle.com](mailto:joe@littleitalycle.com). No phone calls please.

Review of applications will begin immediately and continue until LIRC has identified its next *Executive Director*.

**Salary and Benefits**

LIRC offers a competitive salary and benefits package including paid vacation and sick time, paid parental leave, and health insurance.

**Our Commitment to Equity and Inclusion**

LIRC is committed to creating an inclusive and equitable working environment and is proud to be an equal opportunity employer. Applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, veteran status, or any other protected status. Women, BIPOC, and LGBTQ individuals are encouraged to apply.

We are committed to providing professional development opportunities for the hired candidate to develop additional technical expertise that will help them accomplish certain duties. We look forward to speaking with candidates to determine the best fit for the organization.