



Business Development Manager
Full-time 40 hours/week
Southern California (Hybrid: Remote/In-Office)
www.accessity.org

About Accessity

The mission of Accessity is to open doors of financial opportunity to those with historically less access to capital and business support: entrepreneurs of color, women, immigrants, and low-to-moderate income entrepreneurs, enabling them to build a prosperous business and livelihood for their families, while also strengthening our communities with job retention/creation. With headquarters in San Diego, Accessity is a certified Community Development Financial Institution that offers small business loans up to \$100,000 and access to a community of support to small business owners across Southern California (San Diego, Los Angeles, Orange, San Bernardino, Riverside, and Imperial Counties). Please visit www.accessity.org for more information.

Job Overview:

The Business Development Manager is tasked with leading the local and remote business development team to elevate sales, meet production targets, and establish robust relationships crucial to achieving organizational objectives. Reporting to the Chief Business Development Officer, this role aids in shaping the organization's strategy to amplify brand visibility and enhance impact across Southern California.

Key Responsibilities:

- Collaborate closely with the Chief Business Development Officer to devise and execute the organization's business development strategy, focusing on driving high-quality loan applications.
- Lead, mentor, and motivate the business development team to achieve production targets by providing guidance, setting clear objectives, and fostering a collaborative and high-performance culture within the team.
- Implement effective strategies to incentivize team members, recognize their efforts, and ensure a cohesive approach toward meeting organizational goals.
- Regularly monitor team performance, offering support and constructive feedback as needed to drive continuous improvement and maintain high standards of productivity.
- Provide comprehensive training to the business development team, enhancing their understanding of underwriting principles and financial analysis to scrutinize deals effectively before advancing them through the process.
- Collaborate with team members to conduct thorough assessments of potential loan applications, ensuring alignment with financial parameters and creditworthiness standards.
- Guide the team in evaluating financial documents, such as income statements and balance sheets, to make informed decisions during the loan review process.
- Serve as a prominent representative of the organization within the community by conducting workshops, delivering presentations, and actively participating in business events to engage potential clients and expand the network of loan prospects.
- Foster and maintain relationships with community stakeholders, banking institutions, and other key partners to amplify Accessity's presence and increase outreach efforts, thereby identifying potential loan candidates.

- Collaborate with other managers in Underwriting, Servicing, Marketing and Intake departments to align on staff development training and cross collaboration to meet organizational goals.

Qualifications:

- Bachelor's degree in finance, accounting, or a related field, or at least 5 years of hands-on experience in underwriting and financial analysis, ideally within a CDFI or financial institution.
- Demonstrated expertise in assessing financial documents, analyzing credit risks, and making sound judgments related to loan applications.
- Proven track record of community engagement and networking within the region, with an established network and the ability to represent the organization effectively at various community events and workshops.
- Excellent communication skills and the capability to foster relationships with diverse stakeholders, including community leaders, potential clients, and partner organizations.
- Strong leadership capabilities, with a history of successfully leading and motivating teams toward achieving production targets and organizational objectives.
- A strategic mindset, coupled with the ability to inspire, mentor, and guide team members to excel in their roles and drive results effectively.
- Bilingual is a plus.
- Salesforce experience a plus.

Work Environment/Considerations:

This position is full-time and has hybrid or remote capability depending on location in Southern CA Must have ability to work some irregular hours and must have own transportation as local travel and regional travel required.

Benefits/Pay:

We offer a warm, inviting work environment with a culture that values diversity and inclusion, innovation, integrity, accountability, and mindfulness, and offers a competitive pay and benefits package. Our team is driven by our mission to create social and economic justice for all.

- Medical/Dental/Vision/Chiropractic/Acupuncture Packages
- Employee Assistance Program and Hotline
- Aflac supplemental insurance
- 403 B retirement plan and company match
- 12 paid holidays
- Paid time off (PTO/Vacation)/Sick package
- 1 Birthday & 1 volunteer paid day off
- Additional time off for meeting goals
- Term life/disability insurance
- Company-paid training and professional development
- Cell/Internet Stipend

Annual Salary Range: \$82,000 – \$87,000

Physical Demands:

While performing job duties, the employee will primarily sit, use hands for tasks, and communicate verbally. Occasional standing, walking, and reaching may be required.

To Apply:

Please send your cover letter and resume to mditeos@accessity.org. Due to the high volume of applicants, only selected candidates will be contacted for an interview.

Accessity is an equal opportunity employer.