



## **Business Development Regional Manager Riverside**

**Full-Time/ 40hrs/week**

**Hybrid/Remote Southern CA**

[www.accessity.org](http://www.accessity.org)

**(619) 795-7250**

### **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 (CDFI) that offers small business loans up to \$250,000 and access to a community of support for small business owners across Southern California. Please visit [www.accessity.org](http://www.accessity.org) for more information.

### **Job Overview:**

The Business Development Manager (BDM) is a regionally assigned, manager-level position responsible for full ownership of production goals, pipeline conversion, and strategic partnerships in their designated territory. Reporting directly to the **Business Development Director**, the BDM represents Accessity in the community, cultivates and tracks partnerships, drives originations through to funded loans, and serves as the public face of Accessity across chambers, industry associations, and government relations.

While an individual contributor without direct reports, the BDM functions at a manager-level with authority to implement corrective actions, represent the organization externally, and directly influence pipeline outcomes. The BDM works in close coordination with the Loan Processing and Underwriting teams to ensure high-quality applications and client experiences, while maintaining accountability to the Business Development Director for results.

### **Responsibilities:**

#### **Territory & Pipeline Ownership**

- Owns production goals for assigned territory (loan originations, conversion ratios, funded volume).
- Manages the full pipeline from inquiry through funding; accountable for conversion metrics in region.
- Identifies underperformance trends and implements corrective actions at the territory level.
- Provides territory-level dashboards and reports to the Business Development Director.

#### **Partnership Development & External Relations**

- Builds, maintains, and tracks ROI of referral and partner relationships (banks, chambers, nonprofits, corporate partners).
- Leads local PR and community representation — speaks at regional conferences, chambers, small business events, and represents Accessity as the face of the organization in their region.
- Develops and maintains relationships with local/regional elected officials, agencies, and government representatives to elevate Accessity's visibility and influence.
- Identifies and develops new strategic partnerships to expand Accessity's reach and impact.

**Cross-Functional Coordination**

- Works closely with the Lead Loan Processor to ensure file quality and timely movement of deals.
- Coordinates with Underwriting on pipeline readiness and special cases.
- Provides feedback loops to Intake and Processing teams to improve client experience and ensure client satisfaction.

**Strategic & Corrective Actions**

- Exercises manager-level authority to re-prioritize partnerships, redirect efforts, and recommend changes in outreach strategy to meet territory goals.
- Identifies systemic issues and escalates to the **Business Development Director** for organizational resolution.
- Conduct other duties as necessary

**Qualifications:**

- Bachelor's degree or 4+ years equivalent work experience in nonprofit, CDFI, banking, or small business development.
- Proven record of meeting/exceeding production goals in a sales, lending, or business development environment.
- Strong relationship management and partnership development skills.
- Effective communicator with public speaking experience; culturally competent to connect with diverse entrepreneurs.
- Knowledge of small business lending processes and pipeline management.
- Experience using Salesforce or other CRM systems.
- Bilingual (Spanish/English) preferred.
- Must have reliable transportation and be able to travel throughout assigned territory.

**Consideration:**

Must have the ability to work some irregular hours and must have own transportation as local travel and regional travel are required. The employee must live in the Region they manage.

**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
- 13 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 phone/internet stipend

The salary range for this position is between \$82,000 and \$88,000.  
Discretionary annual lump-sum 8% bonus; has been fully funded for the past 5 years.  
Quarterly commission plan ~15-25% of the annual salary

**Work Environment:**

This position is full-time and Riverside based. Currently Accessity staff is working hybrid both in office and remote.

**Physical Demands:**

While performing the duties of this job, the employee regularly is required to sit; use hands to finger, handle, or feel; and talk or hear. The employee occasionally is required to stand; walk; and reach with hands and arms.

**To Apply:** Please email your cover letter and resume to [hrservices@accessity.org](mailto:hrservices@accessity.org). Due to the high number of applicants for this position, we will only be able to contact those we would like to personally interview.

*Accessity is an equal opportunity employer.*