

Chief Executive Officer *Invest Chattanooga*

Word is getting out—Chattanooga is one of the nation’s best places to live, work, and play. Known for its natural beauty, culture of innovation, and exceptional quality of life, Chattanooga offers the perfect balance of urban energy and outdoor adventures—all with a relatively low cost of living. Nestled in the foothills of the Appalachian Mountains along the Tennessee River, Chattanooga is a haven for outdoor enthusiasts, entrepreneurs, and retirees alike. Here, you can start your morning on the front porch, meet friends downtown at a new restaurant, and be on a mountain trail or in a kayak within 15 minutes.

Projected to keep growing for the next century, Chattanooga’s success is built on the public-private partnerships that have fueled its remarkable revitalization. River City Company led the city’s downtown transformation, while TVA provides affordable power, distributed by EPB, the municipally owned utility that pioneered the world’s fastest community-wide internet. With 25 GB speeds, “Gig City” has become a magnet for remote workers, tech startups, and innovation-driven businesses.

Chattanooga is a community that thrives on collaboration, vision, and progress. Its nimbleness attracts top talent looking to implement practical solutions to today’s biggest challenges. Whether drawn by the outdoor lifestyle, innovation, or opportunity to make a real impact, Chattanooga is a place to build the future.

Invest Chattanooga

Invest Chattanooga builds on Chattanooga’s legacy of public-private partnerships to implement a groundbreaking model of mixed-income housing development. Seeded with a \$20 million Housing Production Fund (HPF) from the City of Chattanooga, Invest Chattanooga is a specialized public enterprise designed to partner with private developers to create a pipeline of mixed-income housing and catalyze unique developments on public land. Invest Chattanooga holds majority ownership in its investments, allowing it to bring unique public financing tools to the table while maintaining permanent affordability.

By activating local resources and leveraging public-private partnerships, Invest Chattanooga was created to increase housing production, delivering permanently affordable units without relying on federal subsidies.

How Invest Chattanooga’s Deals Work

Invest Chattanooga leverages the development capacity of the private sector and the speed, simplicity, and scalability of private real estate transactions with public financing tools that lower project costs, making mixed-income housing feasible in market-rate developments. Acting as an investment partner in deals structured by private developers, Invest Chattanooga provides:

- Below-market senior debt through public financing;
- Low-cost construction equity from the HPF;
- Below-market mezzanine loans through partnerships with impact investors;
- Property tax abatement through its public nonprofit status; and
- Public land via partnerships with public agencies in the city.

A Market-Responsive Approach

Unlike traditional affordable housing programs, Invest Chattanooga does not rely on oversubscribed federal subsidies. Instead, it leverages local resources to source deals by:

1. Identifying stalled, shovel-ready projects through a Request for Information, providing preferential financing in exchange for affordable units.
2. Developing public land through a Request for Qualifications, selecting private development partners to collaborate on site-specific mixed-income projects.

Invest Chattanooga is designed for speed and flexibility to respond to market opportunities.

A Locally-Driven Affordable Housing Solution

This model—first piloted in Montgomery County, MD and successfully replicated in Atlanta through Atlanta Urban Development—is gaining momentum nation-wide. Raleigh, Syracuse, Kingston, Chicago, Boston, Michigan, and Oregon are working to establish similar programs. Chattanooga is the first mid-sized city to implement this innovative approach to mixed-income housing development, positioning itself as a leader in affordable housing innovation.

Part of a Bold Housing Strategy

Launching Invest Chattanooga is one of several major actions the City of Chattanooga has taken to expand its affordable housing ecosystem in response to the city's rapid growth. In just two years, the City has:

- Rewritten its entire zoning code to expand by-right housing development;
- Created a first-of-its-kind Affordable Housing tax abatement program;
- Reconstituted its Land Bank to put vacant infill lots out of development;
- Overturned a state pre-emption to establish TN's first zoning incentives program.
- Completed a full inventory of publicly-owned properties and identified sites for high-impact development opportunities.

With Invest Chattanooga, the City of Chattanooga is taking bold action to expand its affordable housing ecosystem and unlock new pathways to mixed-income housing production.

You are

Invest Chattanooga is seeking its founding Chief Executive Officer to shape and lead this groundbreaking public enterprise dedicated to expanding housing supply and creating permanent affordability. This position offers a rare opportunity to bridge the public and private sectors, using market-driven investment strategies to drive transformative housing development in Chattanooga. The ideal candidate is a visionary leader who can navigate both worlds with confidence and creativity.

This role requires deep expertise in real estate finance and development, with the ability to negotiate and structure deals that maximize affordability while ensuring financial sustainability. The CEO should be entrepreneurial, solutions-oriented, and adept at managing complex financial and regulatory landscapes. Most importantly, they should be driven by the mission of leveraging public-private partnerships to deliver mixed-income housing at scale, creating lasting benefits for the people of Chattanooga.

The CEO will work closely with Invest Chattanooga's Board of Directors to create and execute the organization's strategic plan and investment guidelines. This is a high-profile leadership role, requiring a leader who can cultivate strong relationships with developers, impact investors, policymakers, and community stakeholders, ultimately positioning Invest Chattanooga as a national model for mixed-income housing development.

Qualifications:

- High degree of accountability and ownership.
- Strong public speaking skills and ability to serve as a confident, articulate representative of the organization.
- Strategic, adaptive thinker who can balance private-sector efficiency with public-sector goals.
- 10+ years of professional experience preferred.
- Experience with private sector housing development or housing development financing, including deal structuring, underwriting, and investment analysis.
- Extensive working knowledge of real estate development, including municipal permitting and zoning.
- Experience identifying and securing project financing and familiarity with public financing sources like FHA Risk Share, bonds, Freddie TEL and CITC.
- Experience underwriting and analyzing proposed projects, assessing viability, and negotiating terms as projects progress.
- Proven ability to structure and negotiate LOIs, term sheets, development partnerships, and ground lease agreements.
- Bachelor's degree in a related field required; Master's degree preferred. Equivalent experience may be considered.

This is more than a job—it's an opportunity to lead a transformative shift in affordable housing development that will reshape how cities invest in housing.

Job description

The CEO will be responsible for all aspects of Invest Chattanooga's real estate development and investment strategy, ensuring the organization drives innovation, expands housing production, and sustains long-term viability.

Key Responsibilities Include:

- **Lead and manage Invest Chattanooga's team and operations**, setting strategic direction, ensuring project execution, and positioning the organization for growth.
- **Serve as the primary public face of Invest Chattanooga**, building strong relationships with developers, impact investors, policymakers, and community stakeholders.
- **Source and evaluate investment opportunities**, including assessing project feasibility, performing due diligence, and structuring acquisition, renovation, or new construction deals that maximize affordability.
- **Identify and secure project financing** from public, private, and philanthropic sources.
- **Negotiate acquisitions, financing terms, and development partnerships**, ensuring project feasibility and execution.
- **Manage the progression of all development projects**, including gaining board approval, the timely preparation of board materials, and overseeing the development pipeline;
- **Ensure financial sustainability**, managing Invest Chattanooga's investment portfolio and securing capital from public and private sources to expand production.
- **Represent Invest Chattanooga in key forums**, including panels, legislative discussions, and industry conferences.

Compensation Package

Total Compensation Package: \$150,000-\$225,000 commensurate with experience

Benefits: health, vision, and dental insurance, LTD and Life insurances, paid vacation, sick leave, holidays, transportation stipend and a 403(b) matched contribution retirement plan.

Work Schedule: Full-Time, Hybrid. Must be willing to relocate to Chattanooga.

How to Apply

Applicants should submit a cover letter, resume, and writing sample to **info@investchattanooga.org** with the subject line *CEO Applicant: [Full Name]*

Please be prepared to provide three professional references.

Position open until filled. Top candidates will be selected for interviews.

Invest Chattanooga does not unlawfully discriminate in hiring or in any of the terms or conditions of employment because of an individual's race, age, religion, gender, pregnancy or conditions related to pregnancy, national origin, creed, color, military service or veteran status, disability, genetic information, sexual orientation, gender identity, gender expression, or any other characteristic that is protected by applicable local, state, or federal law.