



*Business lending to advance equity
and help communities flourish.*

EVP & Chief Financial Officer



Partner Community Capital is seeking an exceptional EVP & Chief Financial Officer to join our executive leadership team.

The EVP & Chief Financial Officer's Key Responsibilities

This is a rare opportunity to bring rigorous financial expertise to a place where it truly matters, where every number translates directly into businesses launched, jobs created, and communities strengthened. The EVP & CFO will serve as a key thought partner to the President & CEO and the full Executive Leadership Team, leading PCAP's financial strategy, capital planning, and investor relations while overseeing audit, finance, loan servicing, and treasury functions.

- **Strategic Financial Leadership:** Multi-year financial modeling, scenario planning, long-range forecasting, and serving as a thought partner to the CEO and Board.
- **Capital Strategy & Investor Relations:** Asset-liability management (ALM), liquidity planning, capital strategy development, and management of lender and funder relationships.
- **Budget & Financial Planning:** Annual operating budgets, reforecasting, and performance analysis aligned to financial KPIs and lender covenants.
- **CDFI Compliance & Reporting:** GAAP compliance, CDFI Fund requirements (TLR, financial performance), Aeris reporting, federal/state funder compliance, and quarterly Board reporting.
- **Loan Fund & CECL Oversight:** Loan fund accounting, reconciliation of TEA/Core data with general ledger, CECL methodology oversight, reserve levels, and credit risk monitoring.
- **Treasury & Liquidity Management:** Liquidity strategy, cash flow planning, treasury operations, investment management, and financial risk management policies.
- **Audit & Internal Controls:** External audit leadership, Form 990 preparation, and consistent application of financial policies and internal controls across departments.
- **Team Leadership:** Supervision and development of the Finance and Loan Servicing teams, building a culture of collaboration, accountability, and high performance.
- **Financial Technology & Analytics:** Championing modern FP&A tools, BI platforms, and data integration to strengthen forecasting and enable real-time decision-making.



Our Ideal Candidate

The PCAP EVP & CFO is first and foremost a believer, someone who understands that CDFIs exist at the intersection of finance and equity, and does not see these as competing priorities. They bring the technical depth of a seasoned financial executive and the heart of a mission-driven leader.

Mission-Driven

Genuinely committed to economic equity and community development. Motivated by impact, not only numbers.

Agile & Adaptive

Navigates changing regulations, funding landscapes, and macroeconomic conditions with calm and creativity.

Scrappy & Innovative

Builds sophisticated financial systems without large budgets. Finds flexible solutions when others cannot.

Strategic Partner

Translates financial complexity into clear strategic insight. Trusted advisor to the CEO and Board.

Deeply Collaborative

A team player who earns influence through expertise and relationship. Integrates naturally into formed teams.

People Leader

Develops their team, holds high standards with care, and models a culture of accountability and growth.

Experience and Education Requirements

- Bachelor's degree in Finance, Accounting, or related field; MBA, CPA, and/or CMA strongly preferred
- 15+ years of progressively responsible financial management in nonprofit, CDFI, or community lending
- 7+ years of senior-level management and supervisory experience
- Demonstrated experience raising or managing capital from banks, foundations, institutional lenders, and government agencies
- Deep expertise in ALM, capital planning, credit risk, liquidity risk, and enterprise risk management
- Proficiency with financial modeling, multi-year forecasting, and business intelligence (BI) tools
- Experience with CDFI compliance, federal/state funder requirements, and nonprofit financial reporting
- High emotional intelligence, unwavering ethical standards, and genuine commitment to PCAP's mission



Benefits and Compensation

PCAP offers a generous slate of employee benefits that includes medical, dental, and life insurances, short and long-term disability, flexible spending accounts, 403(b) retirement plan, paid time-off, and paid holidays, and professional development opportunities.

Compensation: The salary range for this position is between \$113,734 and \$205,000, commensurate with experience.

Other Information to Consider

The EVP & CFO position is a hybrid position located in Charles Town, West Virginia.

Travel Requirements: Occasional travel will be required. This includes attendance at industry conferences and events.

More About PCAP

PCAP is a nonprofit Community Development Financial Institution (CDFI) headquartered in Charles Town, West Virginia. PCAP's mission is to prepare and grow enterprises that build local wealth, improve the environment, and address vital community needs in underserved communities and priority sectors. Guided by the belief that all communities should be places where human, natural, and financial capital can flourish and grow together, PCAP works tirelessly to create equitable economic opportunities for underserved businesses and communities across the region.

PCAP provides flexible business loans and advisory services to locally owned, small and mid-sized businesses, with a focus on enterprises that employ and build wealth for entrepreneurs and their families, are committed to their communities, and operate in concert with the environment. PCAP operates in both North Carolina and West Virginia, with a particular focus on distressed and persistent poverty counties, and prioritizes capital deployment to women-owned businesses, businesses owned by people of color, and enterprises with demonstrated positive environmental and community impact.

PCAP has been named the 2026 CDFI of the Year by the NC Rural Center, recognizing its significant impact in rural communities across the Southeast. The award was presented at the 2026 Rural Summit in Raleigh, North Carolina. The honor highlights PCAP's innovative financing, technical assistance, and long-term investment in underserved areas. For over two decades, PCAP has expanded access to capital and support for small businesses, nonprofits, and community projects, helping drive economic growth and resilience in rural communities.





For More Information or To Apply

For more information, please contact Kristin Richards at krichards@hciadvisorygroup.com.

Individuals interested in being considered for this exceptional executive leadership opportunity are invited to apply via the link below. All applicants must submit a cover letter and résumé for full consideration. The application deadline is June 12, 2026.

Apply Link: <https://hciadvisorygroup.com/opportunities/#op-697224-evp--chief-financial-officer>

Where You'll Work

Charles Town sits in the heart of West Virginia's Eastern Panhandle, a region of rolling hills, historic character, and genuine community. It is closer to the nation's capital than most people expect: just 70 miles from Washington, D.C., 90 miles from Baltimore, and within easy reach of Northern Virginia and Frederick, Maryland. For professionals from the D.C.-Baltimore corridor, the Eastern Panhandle offers an increasingly compelling proposition: a shorter commute, a dramatically lower cost of living, and a high quality of life with genuine outdoor beauty and strong community ties.

- 70 miles to Washington, D.C. | 90 miles to Baltimore
- Appalachian Trail & Harpers Ferry National Historical Park nearby
- Shenandoah River - hiking, paddling, outdoor recreation
- Lower cost of living compared to the DMV metro area
- Vibrant small-business and arts community
- Strong regional nonprofit and civic network

