



Latino Economic Development Center

Centro para el Desarrollo Económico Latino

Commercial Lending and Real Estate Development Manager

Advance economic opportunity for Latino entrepreneurs throughout Minnesota.

Be the financing partner and development strategist behind LEDC's boldest real estate and lending initiatives, closing deals, building projects, and creating economic opportunity for Minnesota's Latino community.

Job Description

Organization:

The Latino Economic Development Center (LEDC) is a nonprofit Community Development Financial Institution (CDFI) that serves all of Minnesota and whose mission is to transform our community by creating economic opportunities for Latinos/as/e. Since 2003, LEDC has worked with aspiring entrepreneurs and existing small businesses to offer technical assistance, business development strategies, and access to affordable capital for equipment, working capital, and/or land/building acquisition or rehabilitation needs. Our vision is a thriving multicultural community enriched with Latino leadership, culture, and economic influence. With over 370,000 Latinos in MN representing 6% of the population it is imperative to have a presence in the region.

Position: Commercial Lending and Real Estate Development Manager

Reports to: Deputy Director, Operations

Employment Classification: Full-Time, Exempt

Location: Saint Paul, MN. Hybrid (3 days in office), Travel throughout MN

Job Summary:

LEDC's Commercial Lending and Real Estate Development Manager leads the organization's commercial lending and real estate development functions across Minnesota driving market analysis, strategic planning, loan execution, and development initiatives that create lasting economic opportunity for LEDC's clients and communities.

This role is responsible for underwriting commercial loan opportunities, managing real estate acquisitions, overseeing building rehabilitation and development projects, cultivating partnerships with local stakeholders, and securing funding for community-driven real estate initiatives. Operating similarly to a relationship manager in a commercial lending division, this individual serves as a trusted advisor and financing partner, guiding clients through the full lifecycle of commercial real estate lending and development.

The Manager is a strategic thinker who aligns lending and development work with LEDC's mission of community empowerment, wealth building, and economic development. This role collaborates across LEDC's CDFI lending and business development divisions, represents the organization through workshops, panels, and public communications, and oversees Main Street funding, marketing, and grant opportunities statewide. The Manager also serves as a technical advisor for Plaza Del Sol,



Latino Economic Development Center

Centro para el Desarrollo Económico Latino

LEDC's market hall, commissary kitchen, and event center in St. Paul, and reports directly to the Deputy Director.

Duties & Responsibilities:

- Leads the full lifecycle of commercial real estate and small business loan origination, underwriting, closing, and portfolio management for LEDC's CDFI lending program.
- Underwrites commercial real estate loans including acquisition, construction, bridge, and permanent financing, conducting financial statement analysis, cash flow underwriting, debt service coverage, loan-to-value assessments, and collateral evaluation.
- Prepares credit memos and presents loan recommendations to LEDC's loan committee, clearly articulating risk, mitigants, and alignment with LEDC's lending policies and mission.
- Structures loan terms and negotiates covenants, collateral requirements, and closing conditions in coordination with legal counsel and the Deputy Director.
- Monitors portfolio credit quality, conducts annual reviews, and develops remediation strategies for underperforming credits.
- Identifies and connects clients to complementary capital sources including SBA 504/7(a), USDA, NMTC, CDFI Fund, and state/local programs to close financing gaps.
- Builds and maintains relationships with banks, credit unions, CDFIs, and public lenders to co-lend, participate in loans, and leverage capital on behalf of LEDC clients.
- Identifies, evaluates, and leads real estate development opportunities including property sourcing, feasibility studies, and project execution for mixed-use, commercial, and industrial properties.
- Manages all phases of real estate development projects from concept through completion, coordinating with architects, contractors, and builders to meet schedule, budget, and quality standards.
- Serves as technical advisor for Plaza Del Sol, providing guidance on operations, tenancy, and capital improvements.
- Oversees Main Street funding, district marketing, and applicable grant programs throughout Minnesota; collaborates with the Director of Advancement on fundraising opportunities.
- Provides technical assistance to clients on real estate acquisition, financing options, and development processes; engages community stakeholders to ensure projects meet local needs.
- Develops and implements commercial lending and real estate strategies aligned with LEDC's mission; represents LEDC at conferences, workshops, panels, and community events.
- Ensures compliance with LEDC lending policies, CDFI Fund requirements, fair lending, CRA, and all applicable state and federal regulations; prepares regular reports for senior management and the board.

Qualifications:

Required

- Bachelor's degree in Real Estate Development, Finance, Lending, Urban Planning, Business,



Latino Economic Development Center

Centro para el Desarrollo Económico Latino

Public Administration, Construction Management, or a related discipline required; equivalent professional experience in commercial lending or real estate development will be considered.

- Minimum 5 years of experience in commercial real estate lending, development, or a closely related role (10+ years preferred); experience as a relationship manager in a commercial or community development lending context is strongly valued.
- Demonstrated experience underwriting commercial real estate loans, including financial statement analysis, cash flow underwriting, collateral valuation, and credit memo preparation.
- Strong working knowledge of commercial real estate finance, including loan structuring, CDFI operations, SBA 504/7(a) programs, and public/private capital stacking.
- Knowledge of real estate development and entitlement processes, including mixed-use, commercial, and industrial construction.
- Proficiency in financial analysis, pro forma modeling, budgeting, and feasibility studies.
- Familiarity with local and federal real estate and lending regulations, including fair lending, CRA, and CDFI Fund compliance requirements.
- Knowledge of commercial and mixed-use construction methods and project management practices.
- Strong communication skills across all mediums, including public speaking, written reporting, and community presentations.

Preferred

- MBA, Master's degree in Real Estate Development or Urban Planning, or professional certification (e.g., PMP, RMA Credit Risk Certification) is a plus.
- Bilingual (Spanish/English) proficiency is highly desirable.
- Experience working in or with nonprofit organizations, CDFIs, or mission-driven lenders serving Latino and other underserved communities.
- Experience with market halls, event centers, and commissary kitchens.
- Familiarity with NMTC (New Markets Tax Credits), USDA lending programs, or state-administered economic development capital programs in Minnesota.
- Experience with loan portfolio management systems and CRM tools.
- Established relationships with Twin Cities-area financial institutions, government agencies, and community development partners.

Knowledge, Skills, and Abilities:

- Relationship management and trust-building across clients, lenders, and community partners.
- Credit judgment and financial acumen: sound analysis of complex CRE transactions and lending risk.
- Strategic thinking and mission alignment: develops lending and development strategies that advance community economic empowerment.
- Communication and advocacy: effective across written, verbal, and public-facing formats.
- Project management: organized approach to managing multiple complex projects simultaneously.



Latino Economic Development Center

Centro para el Desarrollo Económico Latino

- Equity, inclusion, and culturally responsive service delivery.
- Adaptability and problem-solving in complex regulatory and community development environments.

Compensation and Benefits:

The pay range for this role is \$75,000-\$90,000 per year, depending on qualifications and experience.

- **Hours:** Monday–Friday, 9:00 a.m.–5:00 p.m., with occasional evenings or weekends as needed.
- **Benefits:** Employer-paid medical, dental, vision, short-term disability, and long-term disability; 9 paid holidays (including two floating holidays); paid time off from Christmas Eve through New Year's Day; Paid Parental Leave.

Supervisory Responsibilities

This position may supervise non-exempt positions within program development. Supervisory responsibilities are carried out in accordance with LEDC's organizational policies and procedures.

Work Environment & Physical Requirements

This is a hybrid position requiring three days per week in the office and two days per week working from home or another remote workspace, using standard office equipment and technology. Regular travel throughout Minnesota is required for client meetings, site visits, community events, and conferences; candidates must be able and willing to travel as needed. The role involves extended periods of sitting, regular computer use, and both in-person and virtual communication. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the role.

Equal Employment Opportunity

LEDC celebrates diversity and is committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Reasonable accommodations will be provided for applicants with disabilities. If you are an individual with a disability who needs assistance, please contact careers@ledcmn.org and indicate what assistance is needed.

LEDC regrets that it is unable to offer H-1B sponsorship at this time. The successful candidate must be able to accept work in the U.S. by the day employment begins.

To Apply

Please send a cover letter, resume, and three references to careers@ledcmn.org.

Latino Economic Development Center 804 Margaret Street, Saint Paul, MN 55106