



Executive Director

Part-Time, Contract

Texas Impact Capital Alliance (TICA)

Location: Texas (remote/hybrid; statewide travel as needed)

Type: This is a part time, independent contractor engagement

Time commitment: Approximately 20-25 hours per week

Term: Initial two-year engagement, with potential for renewal

Reports to: TICA Steering Committee through the Co-Chairs. The Executive Director is engaged through TICA's fiscal sponsor, Paso del Norte Community Foundation, which provides administrative services.

Compensation: \$90,000–\$110,000, commensurate with experience.

ABOUT TICA

The Texas Impact Capital Alliance (TICA) is a statewide collaborative that strengthens the impact investing ecosystem across Texas and accelerates the deployment of capital for community impact. TICA brings together institutional investors and mission-driven organizations — public and private foundations, community foundations, CDFIs, financial institutions, healthcare systems, social entrepreneurs, and family offices — to align, coordinate, and activate their own capital more effectively. TICA grew out of the Federal Reserve Bank of Dallas's Impact Investing Bootcamp, and the Dallas Fed remains a supportive convening partner for the collaborative.

Texas represents a significant and underleveraged opportunity for impact investment. Communities across the state, particularly low- and moderate-income (LMI) communities, face persistent barriers to accessing capital across housing, small business development, economic opportunity, and community health. These are not only pressing social challenges — they are investable problems with measurable outcomes and long-term returns for both communities and capital providers.

TICA is a platform for coordination and action, not a fund or a lender that deploys capital directly. It connects capital providers, expands access to investment opportunities, and enables more effective capital deployment across the state. TICA is completing its formation phase and moving into activation, including the selection of a third-party fund manager to design and manage a Texas-focused fixed-income impact investment tool for TICA members.

THE OPPORTUNITY

This is a rare chance to stand up a statewide impact investing collaborative from the ground up and shape how mission-aligned capital flows to Texas communities for years to come. The Executive Director will be TICA's first dedicated leader — the connective tissue between a committed Steering Committee, a growing base of participating institutions, and the fund managers and partners who will bring TICA's investment tools

to market. The right person will combine the credibility to convene senior leaders across philanthropy, banking, healthcare, and community development with the hands-on drive to turn a charter into an operating, capital-activating alliance that advances access to capital and economic opportunity in diverse communities.

POSITION SUMMARY

The Executive Director leads the day-to-day work of TICA and serves as its primary staff leader. Working closely with the Co-Chairs and Steering Committee, the ED advances TICA's mission by managing governance and operations, growing and deepening member engagement, supporting the development of long-term strategy, leading the selection and onboarding of the third-party fund manager for TICA's first investment tool, and designing the learning and networking experiences that make participation valuable. This is a founding builder's role for an entrepreneurial leader who thrives in early-stage, collaborative environments and enjoys creating structure where little exists

LEADERSHIP PROFILE

The successful candidate will:

- Thrive in an entrepreneurial, start-up environment where building systems and creating structure are as important as managing day-to-day work.
- Build trust and influence among senior leaders from philanthropy, finance, healthcare, and community development without relying on formal authority.
- Navigate ambiguity with sound judgment, initiative, and a solutions-oriented mindset.
- Demonstrate exceptional relationship-building, facilitation, and communication skills.
- Balance strategic thinking with a willingness to execute day-to-day operational work.
- Represent TICA with professionalism, diplomacy, and credibility across Texas.

KEY RESPONSIBILITIES

Steering Committee & Governance

- Serve as the lead staff partner to the Co-Chairs and Steering Committee, managing meeting cadence, agendas, materials, and follow-through
- Support the Committee's collaborative, facilitative decision-making process by synthesizing input and moving decisions forward
- Help establish and evolve TICA's governance and operating structures as the collaborative matures
- Ensure all activity stays aligned with TICA's purpose and operating principles

Strategy & Organizational Development

- Support the Steering Committee in developing and refining TICA's long-term strategy
- Help guide TICA through its phased approach — from formation to activation to evolution

- Support the development of a sustainable funding model for TICA, including helping advance the broader funding strategy and steward Steering Committee startup commitments (~\$500K in operating support over two years)

Member Engagement & Coalition Building

- Grow and steward TICA's base of participating institutions, deepening engagement among existing members and recruiting new ones
- Build and maintain strong relationships across Texas impact investors, CDFIs, foundations, financial institutions, healthcare systems, and community development organizations
- Serve as a visible, credible ambassador for TICA across the state's impact investing community
- Expand participation across both urban and rural Texas

Investment Tool Development

- Lead the process to evaluate, select, engage, and oversee a third-party fund manager for the creation of a Texas-focused fixed-income impact investment tool
- Coordinate co-investment opportunities and support the development of deal flow and investment pipelines across participating institutions
- In later phases, help surface additional and more catalytic investment opportunities

Learning, Convening & Events

- Identify and apply relevant research, evidence-based practices, and field-leading insights in impact investing to inform strategies that advance equitable investment and economic opportunity across diverse communities
- Plan and execute educational and networking events, from individual learning convenings to a recurring (e.g., quarterly) program
- Identify existing conferences, convenings, and gathering points across Texas where TICA can establish a presence — organizing side breakfasts, happy hours, or breakout sessions to engage members and prospects without standing up events from scratch
- Promote shared learning and best practices across the membership
- Create opportunities that strengthen relationships and surface alignment among capital providers

Operations

- Develop and manage a Steering Committee-approved, detailed organizational budget, built from committed startup funds plus projected revenue from a to-be-determined membership model
- Manage TICA's day-to-day operations in coordination with the fiscal sponsor, which provides financial, administrative, contracting, and compliance infrastructure
- Support reporting and communications that reinforce TICA's commitment to transparency

QUALIFICATIONS

Required

- Demonstrated knowledge of and direct experience in impact investing and economic opportunity strategies within diverse communities
- A track record in coalition building, collaborative leadership, or multi-stakeholder initiatives

- A strong existing network across the Texas impact investing landscape — investors, CDFIs, foundations, financial institutions, and/or community development organizations
- The credibility and presence to convene and earn the trust of senior institutional leaders
- Self-directed, entrepreneurial work style suited to an early-stage, contract role with limited infrastructure
- Strong facilitation, relationship-management, and written/verbal communication skills

Preferred

- Familiarity with fixed-income or other structured investment vehicles, and experience working with fund managers
- Experience in or knowledge of the issue areas TICA serves: affordable housing, small business and economic opportunity, and community health, particularly in LMI communities
- Experience operating within a fiscally sponsored or collaborative structure
- Connections across philanthropy, banking, and/or healthcare in Texas

TERMS & APPLICATION

This is a part-time, independent contractor engagement with an anticipated commitment of approximately 20–25 hours per week for an initial two-year term, with the potential for renewal. The Executive Director will work under a written agreement with Paso del Norte Community Foundation, TICA’s fiscal sponsor, and will be issued a Form 1099.

As an independent contractor, the Executive Director will be responsible for applicable federal and self-employment taxes and for securing their own health insurance. Benefits, paid leave, and insurance are not provided through this engagement.

For more information, visit tica-impact.org. To apply, please submit a resume and brief cover letter describing your interest in TICA and the experience you would bring to this founding leadership role to hello@tica-impact.org.

TICA is committed to equity and inclusion, and to ensuring participation and opportunity across diverse regions and communities throughout Texas.

tica-impact.org | hello@tica-impact.org