

JOB OPPORTUNITY

Role	Program Development Director	June 2018
Why IBB Matters	<p>Indiana Bond Bank (“IBB”) is passionate about enhancing Hoosier lives through targeted public finance solutions. We exist to help our customers - local public entities such as schools, towns and libraries – thrive by providing critical services often in the face of constrained revenues.</p> <p>IBB delivers value by providing the public finance expertise and tools which help our customers achieve their missions in a more cost- and time-effective manners.</p>	
Why this Role Matters	<p>The Program Development Director is critical because it improves customer access to IBB’s unique value proposition by:</p> <ul style="list-style-type: none"> • Leading IBB’s customer education and communication strategy • Helping create and launching new programs and solutions to meet customer needs 	
IBB Culture & Plan	<p>Entering FY2019 (July 1, 2018 – June 30, 2019), IBB operates as a “best of both worlds” hybrid of a long-standing business and a start-up.</p> <p>In operation since 1984, IBB carries a strong reputation, existing customer relationships, and balance sheet.</p> <p>With a ‘start-up’ mentality, IBB is investing in growing the brand and ensuring future sustainability. Resources are going into building a new strategy and solutions to meet evolving customer needs. A high-level snapshot of that strategy for FY2019 is below:</p> <div data-bbox="462 1079 1382 1566" style="text-align: center;"> <p>VISION: Thriving Institutions, Thriving Communities, Thriving Hoosiers MISSION: Delivering Targeted Financial Solutions to Local Challenges</p> <p>BIG GOAL FY19: Serve 50% more customers than the prior year</p> <p>Strategic Priority A: Innovation & Thought Leadership</p> <p>Strategic Priority B: Relationship Development (Marketing & Communication)</p> <p>Strategic Priority C: Operational & Financial Excellence</p> </div>	
How This Role Matters	<p>The Program Development Director will lead initiatives under each of the Strategic Priorities, which directly impact IBB’s ability to realize its big goal, mission and vision.</p> <p>In Year 1, three of the initiatives are:</p> <ol style="list-style-type: none"> 1. Accountability for Strategic Priority B and its budget 2. Shepherding 1-3 new programs from concept to program launch 3. Coordinating first public finance “hack-a-thon” in which IBB facilitates teams on generating innovative solutions to public finance challenges over a short time period. 	

Critical skills and behaviors	<u>Public Service</u> <ul style="list-style-type: none"> • Passionate about fostering the IBB vision and mission • Cares about who IBB serves - local institutions (local governments, schools, libraries, conservancy districts) • Intentional about working in public sector 	<u>Creativity & Problem-Solving Skills</u> <ul style="list-style-type: none"> • Curiosity and sensitivity to problems and opportunities • Tolerance for unstructured problems and not knowing what the end result will look like • Desire to initiate new ideas...and commitment to act on them • Energized by creating change • Critical thinker, who is also able to defer judgment during ideation
	<u>Relationship Oriented</u> <ul style="list-style-type: none"> • Active listener • Facilitative style • Lifelong learning approach • Excellent written and verbal communication skills; can communicate complicated concepts so they are understood 	<u>Project Management</u> <ul style="list-style-type: none"> • Self-starter • Turns abstract ideas into actions and plans • Takes project from start to finish • Builds coalitions even when no direct control or influence over the people
Education & Experience	<ul style="list-style-type: none"> • Experience developing and implementing strategies • Experience leading projects from start to finish • Preferred Bachelor's degree • Preferred experience with innovation and creative problem-solving strategies and tools, such as Simplex • Preferred knowledge of local government 	
Travel	<p>Success in this role requires travel around the State of Indiana, estimated at 75-115 days per year, which might include direct customer outreach, speaking/presenting, or facilitating</p>	
Compensation & Benefits	<ul style="list-style-type: none"> • Salary commensurate with experience • Full state benefits package (health/vision/dental) and 403(b) retirement plans • Free downtown garage parking • Performance will be evaluated based on achieving key outcomes described in this job description and further set forth on an annual basis. Program Development Director and Executive Director will meet regularly to discuss performance. 	
H.R. Miscellany	<ul style="list-style-type: none"> • Role reports to the Executive Director • For right candidate, open to discussing basing the role outside of Indianapolis 	

IBB is an Equal Employment Opportunity employer and will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, orientation, disability or veteran status. IBB will take affirmative action to ensure that applicants are employed and employees are treated during employment, without regard to their race, color, religion, sex, national origin, orientation, disability or veteran status, including, but not limited to, employment, promotion, transfer, recruitment, layoff, termination, rates of pay, and selection for training. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, orientation, national origin, disability or veteran status.