

Job Posting

Job Title: Chief Credit & Risk Officer
Department: Corporate
Classification: Exempt/Full-time
Location: Boston, MA (Hybrid)
Reports to: President & CEO

Focus: Credit Oversight, Risk Management, LIHTC, Underwriting, Asset Management

Massachusetts Housing Investment Corporation (MHIC) is seeking a strategic, hands-on, and mission-driven Chief Credit & Risk Officer (CCRO) to lead all aspects of credit and risk management across its lending and equity platforms. The ideal candidate brings deep expertise in LIHTC, debt products, and asset workouts, along with the leadership acumen to guide underwriting, shape credit policy, and maintain robust portfolio oversight. This is a senior executive position reporting directly to the President & CEO.

MHIC is an innovative financier of affordable housing and community development throughout New England, providing financing that would not otherwise be available to neighborhoods most in need. For 35 years, MHIC has invested more than \$3.4 billion to help create and sustain healthy, equitable communities where people, businesses, and organizations can thrive. Supported by an experienced and dedicated staff, MHIC excels in problem solving, with rigorous underwriting, attentive asset management, and timely reporting to investors. To date, MHIC has financed over 680 developments, representing more than 26,500 homes and 7.3 million sq. ft. of commercial space. Visit www.mhic.com or [LinkedIn](#) for more information.

Key Responsibilities:

- **Credit Leadership & Policy:**
 - Develop and implement credit policies, aligning with MHIC's mission and risk tolerance.
 - Lead credit review processes, approvals, and regular policy review and updates.
 - Interface with CEO, CFO, and Board on credit matters.
- **Underwriting & Structuring:**
 - Guide originating staff in structuring and underwriting loans and equity investments.
 - Evaluate creditworthiness, sponsor strength, and deal feasibility.
 - Ensure compliance with internal policies and investor requirements.
- **Risk & Portfolio Management:**
 - Monitor portfolio risk and recommend mitigants.
 - Oversee risk ratings, identify problem assets and lead or support workouts.
 - Maintain strong asset quality through proactive credit management.
 - Robust credit review and risk assessment engagement with staff
- **Mentorship & Oversight:**
 - Train and mentor analysts and staff.
 - Participate in audits, funding source reporting, and compliance activities.

Culture Fit:

At MHIC, we are collaborative, mission-oriented, and entrepreneurial. We are looking for a leader who:

- Brings a flexible mindset and can adapt to diverse teams, perspectives, and ideas.
- Thrives in a roll-up-your-sleeves environment and takes the initiative to move work forward.

- Combines analytical strength with a cooperative and partnership-driven work style.
- Values equity, integrity, and inclusion in all aspects of work.

Qualifications:

- 15+ years in credit and commercial lending, including multifamily real estate, construction, commercial and industrial loans.
- 5+ years in a credit leadership role; experience in a CDFI, community lender, or mission-driven organization strongly preferred.
- Deep expertise in debt (real estate primarily, construction and perm loan) structuring and underwriting, tax advantaged investments structuring (including LIHTC and NMTC), affordable housing capital stacks , and risk-based portfolio management.
- Proven success in managing and developing teams across multiple levels and areas of expertise.
- Exceptional financial analysis, judgment, and strategic communication skills.
- Bachelor's in finance, business, or related field; MBA or formal credit training preferred.

Work Environment & Benefits

MHIC offers a supportive, hybrid work model with a mission-driven culture. Our comprehensive benefits package includes competitive salary, generous medical coverage, vision and dental insurance, retirement benefit with up to 8% employer match, free legal services and subsidized commuter benefits, in addition to a generous PTO, paid holidays and educational/training opportunities.

Compensation Range

\$190,000-\$275,000. Final compensation will be based on skills and experience.

To Apply

Please submit a resume and cover letter detailing your qualifications and interest in the position to coulibaly@mhic.com. Applications will be reviewed on a rolling basis until the position is filled.

MHIC is an equal opportunity employer. We consider all qualified applicants for employment without regard to race, color, religion, sex, national origin, age, disability, genetic information, or any other status protected by applicable law. Hiring decisions are based on qualifications, merit, and business needs.

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

Last Updated: Sept.2025