

Recompete Manager
Position Description – January 2024

Introduction: The Fund for our Economic Future (“FFEF”) seeks a full-time Recompete Manager for a fixed, 18-month term of employment with the potential for a more permanent role with the Site Readiness Fund. This position has a starting salary of \$115,000 annually with flexibility up to \$130,000 annually for a candidate with demonstrated capabilities and significant relevant prior experience.

The Recompete Manager will lead execution of a \$500,000 planning grant awarded to the Fund and its partners, the Cleveland Site Readiness for Good Jobs Fund (“Site Readiness Fund,”) the City of Cleveland and the Cuyahoga County Land Bank, by the Economic Development Administration’s (EDA) Distressed Area Recompete Pilot Program. The FFEF was one of only 24 awardees from a pool of 565 applicants across the country for this highly competitive program.

The proposal calls for bringing 350 acres of vacant or underused industrial land in five census tracts on the near east side of Cleveland back into productive use, and, in so doing creating 8,750 jobs and supporting access to those jobs for 2500 local residents. The planning grant will deliver a strategy to connect land use and growth initiatives with community development, leveraging the City’s \$50 million investment in the Site Readiness Fund¹.

This effort builds on previous investments, including the state’s \$250 million for the Opportunity Corridor roadway, the FFEF’s \$1.5 million for strategy development and land acquisition in partnership with Burten Bell Carr, Inc., and countless civic hours across a wide range of partners committed to working towards inclusive growth for the neighborhoods surrounding the Opportunity Corridor.

The Recompete Manager will be an employee of the FFEF and will work under the day-to-day direction of the Site Readiness Fund’s Managing Director. The role will be primarily in-office and in-community, with some remote work and schedule flexibility possible. Because of the place-based nature of this role, the candidate is expected to be local to Northeast Ohio. Geographically remote candidates will not be considered.

Contact:

To apply, please provide an expression of interest and a resume to Lori Jolliffe (ljolliffe@thefundneo.org). Given the limited timeframe of the grant award, interested candidates are encouraged to apply quickly. The posting will close when the position is filled.

Position Summary: The Recompete Manager will join a small team of professionals in a start-up environment. The person most likely to succeed in this role is effective in many settings, equally comfortable with community engagement and for-profit business environments. The person lives to ideate, iterate, and structure solutions, and is capable influencing outside of positional leadership. They are excited to build new ways of doing business, enjoy facilitating,

¹ Across the City, the Site Readiness Fund’s targets include enabling the creation of 25,000 jobs on 1000 reactivated acres, ensuring benefits to Cleveland residents of the surrounding neighborhoods where industrial reactivation occurs.

bringing structure to unstructured ideas and building partnerships. They think critically, thrive in an applied learning environment and are motivated by the potential to drive more equitable economic outcomes for residents in the City of Cleveland.

Core Responsibilities: The role of the Site Readiness Fund is to acquire, aggregate, improve and market disinvested industrial sites. In so doing, the Site Readiness Fund aims to ensure companies recruited are good neighbors, residents are able to access jobs created, and neighborhoods share in wealth generated through property appreciation. The Site Readiness Fund also aims to reduce neighborhood blight and promote environmental sustainability. The Recompete Manager is responsible for delivering a successful Recompete Project Plan for Cleveland and, in so doing, support the community-based objectives of the Site Readiness Fund.

Recompete Project objectives for which the Recompete Manager will have lead responsibility, with support from to-be sourced contractors and committed partner organizations include:

1. Determine a framework for **community benefits agreements** to be used in property development. This work will be conducted in close collaboration with the city of Cleveland administration, city council, community development corporations, neighborhood-based engagement and other stakeholders. It will leverage best practices from across the country.
2. Develop a **neighborhood wealth building model(s)** to ensure some proportion of financial gains from property appreciation remains in communities where the redeveloped sites are located. The work will include partnership with national pioneers in community-based real estate investment trusts.
3. Conduct a **workforce landscape analysis** for the surrounding census tracts, using quantitative and qualitative data, with a particular focus on social determinants of work including **childcare, transportation mobility, and literacy**.
4. Create a **workforce cultivation strategy** in collaboration with partners that addresses childcare, mobility, and literacy needs, including feasibility and business models for standing up new services, as required. It should include potential providers, working relationships, and sources of potential funding.
5. For specific industrial redevelopment sites, prepare and execute a **neighborhood engagement plan** to support **use and design objectives for the site** translated into a site-specific **community benefits agreement**. Collaborate closely with key stakeholders (e.g. Council representatives, community development corporations) to execute.
6. Develop **workforce development action plans** as specific companies consider sites including outreach and funding steps. Negotiate these with specific employers.
7. Incorporate **neighborhood/resident equity participation** into financing structures.

To achieve these objectives, the Recompete Manager will support the FFEF's competitive sourcing of supportive contractors and work closely with a wide range of partners, including neighborhood residents, workforce intermediaries, community development corporations, city council members, county officials, city leaders, business owners and other community and economic development system actors. Activities are expected to include strategy and process development, partner engagement, workgroup management and specific project-based support for businesses locating in the target properties and people accessing jobs in the specified tracts.

Education and Experience Specific to the Position:

- A wide variety of past experiences could be applied to this position. Within those, community development or neighborhood engagement experience are highly useful, but experience in other arenas that bridge economic and community development can also be relevant. Minimally, the candidate must have a deep appreciation for the value of resident engagement and experience working with a diverse set of stakeholders.
- The candidate should have a solid understanding of for-profit business to support the Site Readiness Fund's work of matching site characteristics to company and neighborhood needs.
- Complex project management experience will also be useful. This position requires developing a strategy and mobilizing a broad number of stakeholders to achieve it. Given the start-up nature of this work, this person should be able to demonstrate the ability to bring structure to unstructured environments.
- A further important skill will be able simultaneously to demonstrate strong critical thinking skills while also managing to make decisions and "get things done". This project will be on the edge of innovative and practical.
- Experience drafting RFPs and/or writing proposals is also useful background. Minimally, the candidate should be a clear, well-structured writer and possess strong oral communication skills.
- No specific level of education is required, but evidence of drive, intelligence, analytic skills, and an entrepreneurial mindset are essential attributes.

About the Fund for Our Economic Future

Founded in 2004, the FFEF is a 501(c)(3) nonprofit organization dedicated to advancing equitable economic growth in Northeast Ohio. It is based on a unique membership model that brings together leaders from across sectors and throughout the region to collectively invest in, test, and amplify strategies for equitable growth. Ultimately, it unites understanding and actions to drive lasting change for Northeast Ohio's economy and get to a better tomorrow, for all. For more about the Fund for Our Economic Future, please visit www.thefundneo.org.

About the Site Readiness for Good Jobs Fund

Mayor Justin Bibb proposed allocating \$50 million from the City of Cleveland's American Rescue Plan allocation to seed a \$100 million site fund that could be used bring up to 1000 acres of underutilized brownfields back into productive use. The allocation was approved by Cleveland City Council in May of 2023 and the organization was formally launched in August of 2023. The expectation is that the work of the Site Fund will lead to the creation of 25,000 direct jobs many of which can be filled by residents of Cleveland. In addition, the reactivation of these defunct properties will bring vibrancy back to Cleveland neighborhoods, reduce environmental pressures created by sprawl and generate tax revenues to fund vital city services.

The work of the Site Fund is to: identify areas of the city (minimum 10 acres) with promise for industrial redevelopment; work with the Cuyahoga County Land Bank to acquire and assemble the parcels; prepare them for development through demolition, remediation, and infrastructure creation; engage the surrounding neighborhoods on desirable end uses; define criteria for development; and market the properties to companies or developers along the lines spelled out

in site plans. While the expectation is for the Site Fund to bring some properties to market within two years, the expectation is that 10 years or more may be needed to achieve the objectives.

The Site Fund is an Ohio nonprofit corporation. Its work is governed by a nine-member Board that consists of members appointed by the city with additional nonvoting members representing Cuyahoga County, Team NEO/JobsOhio, and the Land Bank. The work is executed under a services agreement with the Cuyahoga Land Bank. More information can be found at www.sitereadycle.org.