



Strategy and Operations Manager

I. Background

Lincoln Avenue Capital Management is a leading real estate private equity firm that owns, develops, and invests in low-income housing projects nationwide. Founded in 2016, Lincoln Avenue has quickly grown to a full-service, integrated real estate company that focuses on providing low-income families with affordable housing across the United States.

Lincoln Avenue Capital Management is a family owned and operated owner, developer, and investor in affordable housing nationwide. Lincoln Avenue's primary focus is providing low-income families with affordable housing through government supported rental subsidies, including but not limited to the Section 8 and Section 42 programs. Lincoln Avenue's experienced and creative team works quickly and diligently to execute on a variety of affordable housing transactions, ensuring delivery of quality low-income housing to communities while providing both financial and social returns.

Through an innovative investment model and comprehensive strategy, the LAC team has quickly established strong public-private partnerships and long-lasting relationships with debt and equity partners. This unique position allows LAC to execute on a wide variety of affordable housing transactions, ensuring delivery of quality low-income housing to communities and maximizing value to its investors.

Our success to-date and future growth ambitions allow us to offer a unique experience:

- "Start-up" mindset: We are looking to innovate across the business (from origination to property management)
- High-growth company: Our growth trajectory will continue to create opportunities for our employees, both near and long-term
- Immediate exposure to management team: As a manager, you will work with the Director of Strategy and Operations and the full partner team
- Fun, work hard / play hard culture: We value results above all else, but we have a strong, supportive culture

I. Responsibilities

Lincoln Avenue Capital Management is seeking a Strategy & Operations Manager to work in our Santa Monica office. The individual will be responsible for leading and supporting our firm's highest priority strategic initiatives and furthering our efforts to enhance firm operations. Lincoln Avenue has experienced tremendous





growth over the past three years and this role is primarily designed to help the organization continue to scale in an organized and efficient manner. You will be working directly under the Director of Strategy and Operations.

Responsibilities include:

- Help to lead Lincoln Avenue's highest priority strategic initiatives; manager will support all aspects of these initiatives from strategy development, incorporation of input from key stakeholder groups, buy-in from LAC's leadership team, and implementation
- Provide support to a variety of firm operational initiatives including establishing best-in-class recruitment and retention policies and performance management procedures
- Assist in the development of LAC's annual strategic planning; coordinate with vertical leads to ensure alignment with corporate-level strategic goals
- Conduct research and analysis related to operational effectiveness, processes, stakeholders, etc.
- Establish stakeholder management plan to ensure effective coordination with local, state, and federal officials, financial institutions, and the communities we serve
- Manage operations associate(s) including policy analyst
- This role has significant exposure to firm leadership

II. Qualifications

- 5-7 years of previous experience in consulting, startup, or real estate
- Self-starter with a strong work ethic and willingness to learn
- Ability to work well across firm
- Strong analytical and organizational skills
- Ability to prioritize and handle multiple projects to meet deadlines
- Degree in business or related field, MBA preferred
- Excellent communication and interpersonal skills
- Project management skills
- Understanding of affordable housing is preferred but not required

