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CITI Center Director

Department	Executive Leadership
Reports To	Executive Director
Direct Reports	Housing Hub Director, Broad Street Exchange Manager, Growth Lab Director
Employment Classification	Exempt / Full-Time
Rate	Competitive salary + benefits (health, vision, dental, etc.)
Start Date	June 1st
Location	217 Broad Street, Selma, AL

About the SCNTR

The Selma Center for Nonviolence, Truth, and Reconciliation (SCNTR) is an Alabama-based 501(c)(3) nonprofit corporation that designs, supports and delivers community-based solutions that help transform relationships, advance justice, strengthen local economies, and build thriving neighborhoods to further the vision of the Beloved Community.

About the Position

The CITI Center Director is the chief executive of the Community Impacting Transformation & Innovation Center, a three-part civic institution housing the Broad Street Exchange, the Housing Hub, and the Selma Growth Lab. The Director is responsible for setting and executing organizational strategy, securing sustained funding, cultivating civic and institutional partnerships, and ensuring the CITI Center delivers measurable outcomes tied to its core mission: to expand ownership and economic opportunity in Selma by strengthening households, growing local businesses, and converting Selma's story into long-term investment. The Director leads a multidisciplinary staff and serves as the public face of the organization to the City of Selma, philanthropic partners, investors, residents, and the press.

Key Responsibilities

- Set annual strategic priorities and operating plans in coordination with Senior Staff and the Board of Directors.
- Serve as chief fundraiser: lead grant strategy, major donor cultivation, reparative capital relationships, and earned revenue growth across all three flagship initiatives and any additional initiatives that are developed.
- Maintain direct working relationships with the City of Selma, Dallas County leadership, state agencies, and regional philanthropic institutions.
- Supervise managerial staff across the Broad Street Exchange, Housing Hub, Selma Growth Lab, and facility administration.
- Oversee the Center's annual operating budget in partnership with the financial team.
- Represent the CITI Center in public forums, coalition tables (including "Selma Forward"), investor convenings, and media.

- Steward brand integrity: enforce teal/gold visual standards, protect programmatic sub-brands (e.g., “Bites & Blueprints”), and maintain clear distinctions between CITI Center and coalition identities.
- Ensure compliance with all legal, financial, and reporting obligations; lead the annual audit process.
- Recruit, onboard, evaluate, and develop a high-performing team rooted in Selma’s civic and cultural context.
- Other tasks as identified.

Qualifications

- Minimum 7–10 years of senior leadership experience in nonprofit management, economic development, community development finance, or a closely related field.
- Demonstrated fundraising track record with six- and seven-figure gifts, grants, or program-related investments.
- Proven ability to manage multi-disciplinary teams and multi-million-dollar budgets.
- Deep understanding of community ownership models, reparative economics, small business ecosystems, or housing policy, ideally more than one.
- Strong public communicator with the judgment to navigate politically sensitive coalition dynamics.
- Personal commitment to Selma’s civil rights legacy and its future as a site of economic self-determination.

Bachelor’s degree required; advanced degree in public administration, business, urban planning, or related field preferred.

Core Competencies and Values Alignment

The ideal candidate for this role brings not only professional skill, but a genuine alignment with the heart of this work. We are looking for someone who:

- Embodies humility, active listening, and a willingness to learn from community members
- Approaches communications as an act of organizing; centering relationships, not just reach
- Models and exemplifies the SCNTR’s core values in all professional interactions
- Is resourceful, proactive, and capable of exercising sound judgment independently
- Demonstrates an orientation for results and achievement, including comfort with data-informed decision-making
- Operates as a true team player who supports colleagues across all initiatives

All Selma Center staff and consultants must complete 5-day Kingian Nonviolence Conflict Reconciliation, Restorative Justice, and Racial Equity trainings.

Commitment to Selma

The Selma Center is rooted in Selma’s civil rights legacy and oriented toward the city’s future. Every member of the staff is expected to hold that orientation in their work by showing up with care for residents, respect for partners, and commitment to the long arc of reparative, community-owned development.

Qualified applicants for this life-changing position, please send a cover letter and resume to info@SelmaCNTR.org. Subject: Development Associate.

The Selma Center for Nonviolence, Truth and Reconciliation encourages a diverse work environment and is an equal opportunity employer. SCNTR highly encourages BIPOC to apply for all positions.