



Vice President, Workout & Portfolio Risk Management

About Invest Detroit

Invest Detroit is a mission-driven lender, investor, and partner working to ignite inclusive economic growth in underserved Detroit communities and across the region. As a leading Detroit-based Community Development Financial Institution (CDFI) with 25+ years of experience, we act as a catalyst for equitable development through real estate, commercial lending, and venture capital—and have deployed over \$640 million to date. We're a hard-working, supportive, and diverse team that believes partnership, tenacity, and creativity can expand opportunity and quality of life for all Detroiters.

Role Summary

Reporting to the Chief Credit Officer, the **Vice President of Workout & Portfolio Risk Management** leads management of a mixed portfolio with a strong emphasis on **workout lending and complex commercial real estate**, while also owning proactive **portfolio risk management** across performing and watchlist credits. The role synthesizes credit analysis, collateral and construction oversight, borrower relationship management, and cross-functional coordination to preserve principal, recycle capital, and support catalytic projects across Detroit.

Key Responsibilities

1) Portfolio Risk & Performance Management

- Own a portfolio of CRE and commercial credits, ensuring timely reviews, accurate risk ratings, and strong borrower engagement.
- Conduct annual relationship reviews, monitor covenants, collect and analyze borrower financials, and follow up on any violations with clear action plans.
- Identify early-warning indicators, place loans on the watchlist as appropriate, and lead quarterly risk reviews with recommendations to mitigate emerging risks.
- Maintain complete, accurate, audit-ready loan files and respond to portfolio data requests.
- Participate in internal and external deal status calls to monitor progress, track issues, and align on next steps.

2) Special Assets & Workout Leadership

- Partner with the Workout Officer and lead the end-to-end strategy for distressed and special-mention loans: assessment, restructuring, collateral analysis, negotiation, and repayment/recovery planning.

- Partner with Legal and external counsel to structure and document forbearances, amendments, and modifications; recommend rights and remedies where appropriate and manage enforcement to maximize recovery.
- Coordinate valuation work and liquidation strategies with appraisers, brokers, and other professionals; monitor collections and ensure accurate application of recovered funds.
- Recommend write-downs or charge-offs when warranted by market conditions, collateral outcomes, or prolonged time-to-resolution.

3) CRE & Construction Oversight

- Review construction budgets, cost-to-complete, schedules, inspection reports, and draw requests; compare progress to plan and surface corrective actions.
- Evaluate appraisals and broker opinions; assess collateral strength, tenant/lease dynamics, and market conditions influencing recovery and exit options.
- Interpret CRE legal documents (leases, mortgage notes, contracts) to identify risk and inform credit structure and remedies.

4) Credit Analysis, Documentation & Approvals

- Prepare succinct credit memos, annual reviews, workout memoranda, and **loan modification packages for external loan counsel approval**, translating complex situations into clear recommendations.
- Manage covenant frameworks, financial model updates, and scenario analysis to support decision-making and risk-rating changes.
- Ensure documentation aligns with credit policy and reflects negotiated terms in a complete, compliant file.

5) Cross-Functional Collaboration & Leadership

- Serve as the internal subject-matter expert on workouts, distressed CRE, and re-stabilization pathways; collaborate with Origination, Portfolio, Finance, and Legal to drive consistent practices.
- Provide peer-to-peer training and coaching to Portfolio Risk Manager; contribute to process and policy improvements and best practices.
- Support special projects that advance Invest Detroit's mission and operational excellence.

6) Analytics, Accounting & Governance (Workout Essentials)

- Recommend non-accrual status, impairment/charge-off timing, and recovery assumptions; coordinate with Finance on reserves and CECL inputs where applicable.
- Prepare for internal/external loan reviews and audits; provide requested analyses and ensure documentation is examination-ready.
- Implement early-warning triggers and targeted stress testing for higher-risk segments or borrowers.

Qualifications

Education & Experience (Required)

- Bachelor's degree in a business-related field.
- 8–10+ years of commercial banking experience with formal credit training; proven leadership in complex credit situations.
- Strong credit skills, including loan documentation and enforcement; advanced negotiation skills and ability to work effectively under pressure with borrowers.
- Excellent written and verbal communication; sound judgment with a high level of confidentiality.
- Demonstrated analytical/problem-solving ability; comfortable managing multiple priorities in a fast-paced environment.

Specialized Skills (Required)

- Hands-on experience managing distressed commercial loans and structuring workout strategies.
- Strong background in commercial real estate and construction lending.
- Ability to synthesize financial and market data into sound credit recommendations; advanced Excel modeling.
- Experience interpreting legal and real estate documents; effective presentation skills with internal/external stakeholders.

Preferred

- Familiarity with Salesforce, CoStar, CreditLens, and TEA (loan accounting software).
- Experience with grants and New Markets Tax Credits (NMTC).

Salary Range: \$100,000–\$130,000, commensurate with experience, skills, and growth potential.

Benefits & Work Environment

- Hybrid work environment with flexibility to support work-life balance.
- Generous paid time off, including extended holidays and summer half-day Fridays.
- Comprehensive health and life insurance coverage.
- Annual performance bonuses (not guaranteed).
- Professional development opportunities.

We are proud to foster a workplace where people feel supported, respected, and empowered to make a difference. Invest Detroit is an equal opportunity employer committed to diversity in the workplace.

To Apply

Please send your resume and cover letter to Resume@investdetroit.com. Include “**VP–Workout & Portfolio Risk Manager**” in the subject line and tell us how you heard about this opportunity.