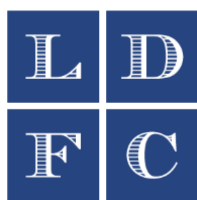


# Lowell Development & Financial Corporation and The Lowell Plan

## Executive Director



## Position Statement

The Lowell Development and Financial Corporation and The Lowell Plan, Inc. are two distinct and independent agencies that share a common goal: to support the economic vitality of the City of Lowell. The organizations are seeking a talented and motivated leader to serve as a common Executive Director who will steer the two agencies into an exciting and reenergized modern phase of public-private economic collaboration to assist in the continuing revitalization of Lowell.

The Lowell Development and Financial Corporation (LDFC) is a non-profit development corporation created in 1975 to assist in the economic revitalization of Lowell. Local banks and the state provided seed money to establish the LDFC. Nine banks purchased non-earning stock in the corporation and the Center City Committee, Inc., contributed \$50,000. This initial capitalization resulted in the creation of a robust revolving loan program. Over the years, the LDFC has created or administered tens of millions of dollars in loans and funding for myriad innovative projects and businesses in Lowell. Currently, the LDFC is serving as the City of Lowell's fiscal agent for ARPA funds.

An 11-member executive committee and multiple subcommittees manage various loan pools including a First-Time Homebuyer Downpayment Assistance Program and a Downtown Venture Fund. More recently, the LDFC unveiled two new programs: the Launch in Lowell program, assisting start-up businesses associated with LowellMakes and EforAll Accelerator program; and the Incubator Loan Fund, providing loans to entrepreneurs affiliated with the UMass Lowell Innovation Hub or M2D2 programs.

The Lowell Plan, Inc., is a private, non-profit economic development corporation founded in 1979 to assist the city in advancing various economic and community development projects. Privately funded, it has raised more than \$7 million since its inception, investing those funds in a variety of ways to help stimulate economic, cultural, educational, and quality of life initiatives, often in cooperation with city, state, and federal partners. A key role of the Lowell Plan is to provide a regular forum for private and public sector representatives to discuss and develop consensus on strategies for revitalizing Lowell. Its broad mission allows for a quick response to city-wide priorities like implementing a City marketing plan, advocating for a new high school, or proposing a change in the traffic pattern for downtown.

A 36-member Board of Directors, and 11-member Executive Committee, governs the LDFC. The Lowell Plan is governed by a 24-member Board including five officers as well as 12 ex-officio members and one emeritus member.

**Annual Salary: \$175,000+/- DOQ.** The successful candidate will receive an attractive compensation package, which is negotiable, commensurate with qualifications and experience.



## Lowell Development and Financial Corporation

Established 50 years ago, the Lowell Development and Financial Corporation was founded to support the economic revitalization of Lowell's Central Business District by offering low-interest, secondary financing for the historic restoration of downtown buildings. Over the years, the LDFC has played a pivotal role in fostering entrepreneurship, supporting local businesses, and strengthening the city's economic fabric.

The LDFC successfully encouraged local bank leaders to work together, along with City Hall, to support the historic restoration of downtown properties. The vision of Lowell as a National Historical Park, championed by then-Superintendent of Lowell Public Schools Pat Mogan and Senator Paul Tsongas worked as a key motivator to this collaboration. The LDFC secured seed funding from 10 local banks as well as a contribution from the Center City Committee, Inc. In its first five years, the LDFC approved more than 30 loans on downtown properties. The initial capitalization of this loan pool enabled the creation of a revolving loan program, which set the stage for decades of impactful financial assistance.

The LDFC, which continues to bring the public and private sectors together to support the City of Lowell's economic development goals, is looking to reenergize the organization by deepening its partner relationships, clarifying its mission, and exhibiting leadership via consensus building.



## The Lowell Plan

The Lowell Plan, Inc. is a private nonprofit that works to ensure the City of Lowell is a successful, thriving place for all to live, learn, work, play, and grow a business in a rapidly changing economy. The Lowell Plan was established as a nonprofit economic development organization in 1980. It has sustained constructive and productive dialogue among the City's key leaders in business, government, education, and community development. It is critical to Lowell's future that dedication to this collaborative mission not only continues but is reinvigorated, and that modern partners are developed and embraced, as new leaders take the reins in myriad sectors.

The Lowell Plan's guiding principles are:

- Promote change through visioning, collaborative planning, and advocacy.
- Focus on economic development, advantages, and innovations.
- Growth through support of educational/civic engagement initiatives.

Among some of the more recent projects and initiatives which The Lowell Plan spearheaded or serves as a key partner are: launching the Board Diversity Initiative to connect graduates of its Public Matters leadership program with opportunities to serve on nonprofit boards; serving as a core partner and fiscal agent in MassDevelopment's Transformative Development Initiative along the upper Merrimack Street corridor; advocating for maintaining the integrity of the original vision for the Hamilton Canal Innovation District; co-founding Lowell's newer cultural economy plan and serving as a member of the Mosaic Lowell Executive Committee; and advocating for transparency and input from the state on the future of the Inn & Conference Center.

## Projects

The LDFC and The Lowell Plan have a well-known history of being deeply involved in the revitalization of Lowell. The two organizations have been instrumental in supporting the City's thriving creative economy, assisting with startup businesses, and working collaboratively with the City and the University of Massachusetts Lowell.

Some of the LDFC's and The Lowell Plan's ongoing involvements include:

- **Lowell Innovation Network Corridor.** UMass Lowell is working with the City of Lowell, as well as the LDFC and The Lowell Plan, to dramatically scale up its research collaborations with government agencies, nonprofit organizations, and industry. LINC is a 1.2-million-square-foot mixed-use development plan designed to foster a thriving innovation ecosystem that will transform Lowell's future. This exciting project will boost the local economy, create thousands of jobs, provide more housing, refresh infrastructure, lead to a greener City, and bring additional recreation options to Lowell.
- **Hamilton Canal Innovation District.** The ongoing \$800 million Hamilton Canal Innovation District was planned and developed as a public-private partnership. The Lowell Plan, the Lowell National Historical Park, and the Jackson-Appleton-Middlesex Business and Residents Association have worked closely with the City on the plan. It is designed to reinvent 15 acres of vacant and underutilized waterfront land as a vibrant, mixed-use neighborhood connecting Lowell's downtown to its commuter rail station. This massive project has, and will continue to have, impact on job creation, land uses, transit, building construction, and parks and public spaces.
- **Transformative Development Initiative.** Serve as fiscal agent and core partner with MassDevelopment to assist in advancing the Transformative Development Initiative (TDI) in the Acre neighborhood, fostering investment, and catalyzing economic activity.
- **Public Matters.** Coordinates and directs "Lowell Plan Public Matters: A Program in Civic Engagement" in partnership with the Lowell National Historical Park.

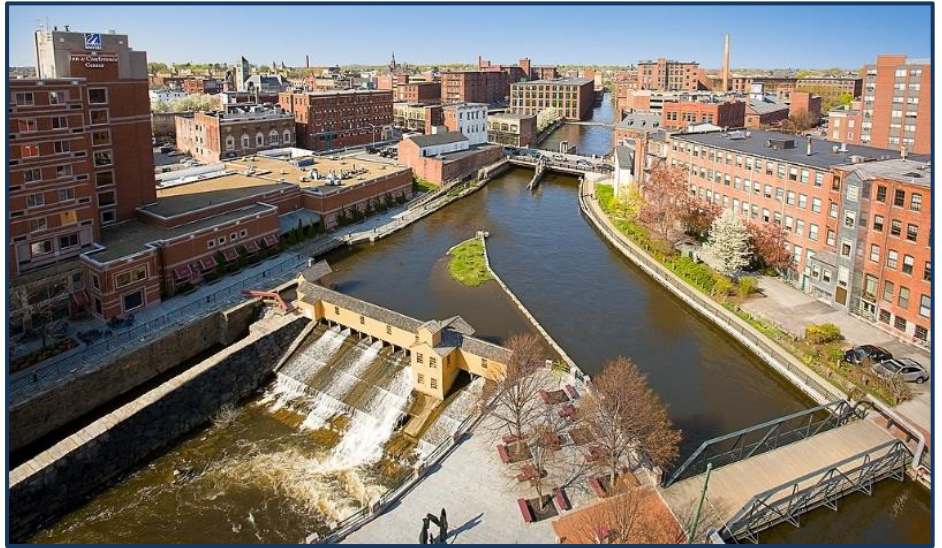


Photo: James Higgins

A few of the organizations' prior initiatives include:

- Created a \$100,000 Launch in Lowell Startup Loan Pilot Program in partnership with EforAll and Lowell Makes.
- Created a \$1 million Incubator Loan Fund in partnership with UMass Lowell and eight local lenders.
- Created a \$24 million loan pool with nine local lenders to fund the River's Edge on the Concord project (formerly known as the Reinvention and Replication of the Julian D. Steele project).
- Created \$15 million loan pool with 12 local banks to fund the renovation of the Elias Building and the North Canal Housing Development.
- Provided financial support for the Lowell Folk Festival and Boarding House Park Summer Music Series.
- Hired consultants to produce and implement a Creative Economy Plan.



## Position

The Lowell Development and Financial Corporation and The Lowell Plan, Inc. are two distinct yet closely aligned organizations that share a common Executive Director. Together, they work in partnership with the City of Lowell, University of Massachusetts Lowell, Middlesex Community College, Lowell National Historical Park, local businesses, financial institutions, and community organizations to promote inclusive economic development and long-term citywide vitality. The Executive Director serves as the chief executive of both organizations and reports directly to each Board of Directors. The LDFC and The Lowell Plan are both independent organizations that do not rely on financial support from the City of Lowell or the state. The Executive Director must be able to navigate maintaining the organizations' independence while also working in partnership with the various stakeholders.

Key roles and responsibilities of the Executive Director include:

- Lead the strategic vision and implementation of both organizations in collaboration with their respective Boards of Directors.
- Foster strong working relationships with the City of Lowell leadership and advocate for initiatives that align with shared economic development priorities.
- Develop and strengthen partnerships across sectors – including public, private, nonprofit, and community-based organizations – to support organizational goals.
- Champion collaborative, innovative, and equitable strategies that promote inclusive economic growth.
- Maintain strong, engaged Boards through consistent communication and strategic involvement.
- Pursue funding opportunities at the local, state, and federal levels to support and expand programming.
- Oversee program development, especially in areas related to financing for commercial and residential development, homeownership, business growth, and historic preservation.
- Identify opportunities to grow the LDFC's loan portfolio and increase its financial capacity.
- Design and implement a comprehensive marketing and communications strategy that builds awareness, fosters engagement, and highlights organizational impact.
- Lead budgeting and financial planning for both organizations, with clear oversight of expenditures and financial reporting.
- Supervise and support staff, consultants, and contractors as needed.
- Manage daily operations to ensure alignment with the organizations' missions and strategic goals.
- Perform additional duties as directed by the Boards of Directors.

### Important Links:

- [Lowell Development & Financial Corporation](#)
- [The Lowell Plan](#)
- [LINC Project](#)
- [Hamilton Canal Innovation District](#)
- [City of Lowell](#)
- [UMass Lowell](#)
- [Middlesex Community College](#)
- [Lowell National Historical Park](#)
- [Sustainable Lowell 2025](#)
- [Transformative Development Initiative](#)
- [Acre Partnership](#)







Lowell Development &  
Financial Corporation



Committed to enhancing the  
economic vitality of Lowell

## The Ideal Candidate

- Holds a bachelor's degree (advanced degree preferred) in city planning, public or business management, or a related field.
- Has deep knowledge of Lowell, with strong relationship skills across the public and private sectors, and within community-based networks.
- Brings at least seven years of progressive leadership experience in city planning, economic development, community development, or a related field.
- Is an effective communicator who can engage with a range of audiences – from one-on-one technical assistance to public forums and board presentations.
- Demonstrates a collaborative spirit and commitment to bringing partners together across sectors to advance shared goals.
- Has the ability to make connections and develop new and innovative partnerships.
- Has demonstrable experience as a consensus builder with proficient leadership skills.

## How To Apply

Position is open until filled. For a guaranteed review of application materials, send cover letter and resumé via email, in a single PDF, by June 6, 2025, 3:00 p.m., EST to:

[Apply@communityparadigm.com](mailto:Apply@communityparadigm.com)

**Subject: LD FC & Lowell Plan  
Executive Director**

Questions regarding the position should be directed to:

Bernard Lynch, Principal  
Community Paradigm Associates  
[BLynch@communityparadigm.com](mailto:BLynch@communityparadigm.com)

*The Lowell Development & Financial Corporation and  
The Lowell Plan are Equal Opportunity Employers.*

