



Aeris Insight
Chief Executive Officer
Remote



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About Aeris Insight

Founded in 2004, Aeris Insight (Aeris) is a mission-driven nonprofit and leading provider of rating analyses and data on the financial strength and impact performance of community development financial institution (CDFI) loan funds. Aeris works to accelerate the flow of capital to underserved communities by bringing greater transparency, accountability, and rigor across the CDFI and impact investing ecosystems. Since its founding, Aeris ratings, analyses, and performance data have expanded to cover more than 200 CDFIs managing \$25.7 billion in loan capital and supported more than 200 corporate, government, philanthropic, and institutional investors.

Aeris provides a suite of services that help banks, foundations, government agencies, family offices and other impact investors evaluate, make, and monitor capital allocation decisions with CDFIs. Its core offerings include comprehensive CDFI Rating Analyses and Performance Data, which provide in-depth assessments of financial strength, performance, governance, and impact management practices. Through a proprietary technology platform, the organization collects data and delivers sophisticated financial and portfolio analytics and peer comparisons that support investment underwriting and ongoing portfolio management.

In addition, Aeris conducts independent Impact Management Assessments that evaluate a fund manager's ability to deliver and measure meaningful social impact. Drawing on decades of sector expertise, Aeris has helped establish industry standards for impact measurement and risk management within the CDFI field.

Aeris is recognized for its deep sector expertise, independent analysis, and commitment to strengthening the CDFI and broader impact investing ecosystem.

Learn more about Aeris at <https://www.aerisinsight.com/>.

The Opportunity

Aeris Insight is seeking a new Chief Executive Officer (CEO) to join the organization at a key inflection point as it prepares for the retirement of a long-tenured leader, adapts to a changing landscape and considers new strategic opportunities. The next CEO will inherit an organization looking toward its next chapter of growth and innovation and focusing on long-term sustainability. Drawing on a successful history, the next CEO will have the exciting opportunity to leverage the important role Aeris plays in the CDFI and broader impact investing ecosystem to define and execute on a bold, future-oriented vision for the organization.

The CEO will work closely with a highly engaged and strategic Board and a high-performing team. The next leader will balance innovation with stewardship, building on Aeris' legacy and trust while advancing a compelling future direction in a rapidly evolving market.

Aeris' people and data are its strongest assets. As the CDFI and broader impact investing landscape continue to evolve, the organization is well-suited to strengthen its current role as a

trusted partner to investors, banks, CDFIs and other market participants. Key opportunities include expanding and evolving revenue streams, new strategic partnerships, and further leveraging Aeris' data and analytics capabilities. This role represents a unique opportunity to lead a well-respected organization, committed to continuing to accelerate the flow of capital to good - at a moment of renewed purpose and momentum.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

Strategic and Entrepreneurial Leadership

The CEO will be a collaborative and entrepreneurial leader with the ability to identify emerging market opportunities, articulate a compelling long-term strategy, and position Aeris for sustained growth and increased market relevance. A creative and innovative thinker, the CEO will bring strong data knowledge and a demonstrated ability to build, evolve, and scale innovative business lines, partnerships, and revenue opportunities beyond the organization's existing model. While deep CDFI expertise is not required, the ideal candidate will bring credibility and fluency within adjacent sectors such as impact investing, financial services, capital markets, fintech, data analytics, or technology-enabled services, along with the ability to translate market insight into strategic action and organizational growth.

External Leader and Strategic Fundraising/Partnerships

As a highly credible and visible external leader, the CEO will effectively represent Aeris across a diverse ecosystem of investors, CDFIs, foundations, and strategic partners. The CEO will serve as a trusted ambassador for the organization, able to build confidence, strengthen relationships, and clearly articulate Aeris' value proposition within the broader landscape. With a storytelling mindset, the CEO will bring experience engaging a wide range of stakeholders, translating complex data and insights into compelling narratives, and positioning Aeris as a key partner. The CEO will have demonstrated experience in identifying, cultivating, and stewarding high-impact partnerships as well as fundraising, particularly with private and corporate philanthropic partners.

Business Acumen and Financial Leadership

The CEO will be a seasoned and disciplined business leader with a strong track record of guiding financially complex organizations through growth, strengthening long-term sustainability, and building diversified revenue strategies. The CEO will bring an understanding of earned revenue models, growth strategy, and operational discipline to achieve goals, with the ability to make sound financial decisions in resource-constrained environments while positioning the organization for the future. They will be technologically savvy and able to think creatively about what might be accomplished with that data the organization has access to.

Organizational and People Leadership

The CEO will bring a strong appreciation for the value of a small, highly skilled team and will excel at building cohesion, motivation, and accountability across a fully remote workforce. The CEO will be skilled at balancing innovation with respect for institutional legacy, ensuring that change is intentional and staff's voice is incorporated. The CEO will help the organization

navigate competing demands, creating alignment around opportunities, and empowering the team to deliver on results.

In addition, strong candidates will offer:

- A deep and demonstrated commitment to Aeris' mission of increasing the flow of capital to CDFIs and advancing economic equity, as well as measurable social and environmental impact.
- Familiarity with CDFIs and the broader impact investing ecosystem, with enough knowledge and perspective to engage credibly in the space.
- Prior experience leading and scaling an organization, whether nonprofit or for-profit, with a clear entrepreneurial orientation, and a track record of driving growth while maintaining a strong internal culture.
- Exceptional interpersonal, communication, and people leadership skills, with the ability to build trust, alignment, and clarity across diverse stakeholders.
- A sufficient understanding of technology and data to engage credibly and thoughtfully in strategic conversations about how best to leverage the organization's data resources moving forward.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$230,000 - \$250,000 with a generous benefits package. The exact salary that will be offered to the CEO will be determined based on a consideration of the successful candidate's skills and experience and aligned with Aeris' compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy and Alicia Salerno. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NPSIpractice@dsgo.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Aeris is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of “America’s Best Executive Recruiting Firms” and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).