

Director, Community Partnerships and Investment

Reports to: Vice President, Commercial Districts
Status: Full-Time, Exempt
Location: Baltimore, MD (in-office)
Salary Range: \$95,000 – \$120,000

About the Baltimore Development Corporation

Our Mission

The BDC is the lead economic development organization for the City of Baltimore. Our mission is to grow the city's economy in an inclusive manner by retaining, expanding, and attracting businesses, and promoting investments, thereby increasing career opportunities and wealth creation for residents.

Our Commitment

The BDC is committed to a more equitable economy by supporting people of color and women-owned businesses. We promote investments in Baltimore businesses and entrepreneurs that have been negatively impacted by institutional, structural, and systemic racism. We develop and implement strategies, and facilitate collaboration among our partners, to intentionally create an inclusive and equitable economy for all Baltimore businesses.

Our Values

- **Excellence.** We hold ourselves to the highest professional, ethical, and legal standard in everything we do.
- **Accountability.** We own our commitments and our outcomes. We learn from our failures and evolve to better serve Baltimore.
- **Collaboration.** We succeed as one team across every unit — assuming the best and exercising the highest professional respect for our colleagues.
- **Urgency.** Baltimore can't wait — and neither will we. Years of disinvestment doesn't fix itself, so we don't do "eventually."
- **Community.** Every decision starts with the businesses we serve. We don't make decisions about businesses; we make decisions with them.
- **Fun.** We celebrate our successes and each other. We maintain balance and pursue joy in our work.

Strategic Context

2026 marks the final year of Baltimore Together, the City's comprehensive economic development strategy (cEDS). Going forward, BDC's work is organized around the Mayor's five strategic pillars, which serve as the agency's primary organizational strategy and guidance. This role sits primarily within Pillar 02 (Downtown & Neighborhoods) – advancing Downtown RISE by ensuring that development benefits flow into Baltimore's priority neighborhoods – with strong ties to Pillar 01 (Inclusive Prosperity) through its anti-displacement and community wealth-building mandate.

#	Pillar	Description
01	Inclusive Prosperity	Baltimore Together cEDS – close racial wealth gaps; BIPOC businesses as drivers of growth.
02	Downtown & Neighborhoods	Downtown RISE – a strong downtown and strong neighborhoods, with benefits flowing both ways.
03	Housing & Vacancy	Reframe Baltimore – vacant properties becoming homes, businesses, and community assets.
04	Business Climate	Bmore FAST – faster permits, fewer barriers, the region's most investable city.
05	Fiscal Strength	10-Year Financial Plan – lower property tax, a diversified base, and sustainable growth.

Position Overview

The Director, Community Partnerships and Investment leads place-based economic development strategies in Baltimore's priority investment neighborhoods, with a primary focus on community outreach, anti-displacement, and partnership development. Working directly with residents, community organizations, and neighborhood stakeholders, the Director ensures that development efforts build community wealth and protect historically underserved populations from displacement – while also coordinating BDC's broader development activities, managing developer relationships, and tracking outcomes related to equitable development within priority areas. The ideal candidate pairs deep community-organizing instincts with the operational discipline to manage multiple developer relationships and area-based strategies at once.

Reporting Relationship & Team Structure

Reports to: Vice President, Commercial Districts, working closely on priority-area strategy, developer relationships, and equitable-development outcomes.

Key coordinating roles (no direct reports at this time):

- Community Development Corporations & Resident Organizations — primary implementation partners for community input processes and community land trust strategies
- Business Development Team — partners on business attraction efforts and MainStreet/corridor alignment benefiting priority neighborhoods

The Director also coordinates closely with the Economic Development Team, city agencies, foundations, and financial institutions on resource navigation for priority-area residents and businesses.

Key Responsibilities

Community Engagement and Partnership Development

- Build trusted, long-term relationships with residents, business owners, and community leaders in historically underserved neighborhoods
- Design and implement community engagement protocols that give residents meaningful input into development decisions
- Establish and maintain relationships with community development corporations, resident organizations, and neighborhood stakeholders
- Facilitate community input processes, ensuring resident voices shape development decisions

Anti-Displacement and Community Protection

- Implement early warning systems identifying gentrification pressures in priority investment areas
- Develop and execute protective measures preventing residential and commercial displacement
- Work with communities to establish community land trusts and alternative ownership models
- Monitor development impacts and adjust strategies to protect historically underserved residents and businesses

Priority Area Strategy and Coordination

- Lead comprehensive place-based investment strategies in historically underserved priority neighborhoods
- Coordinate all BDC development activities within priority investment areas, ensuring community benefit
- Develop area-specific economic development plans that prioritize wealth building for existing residents and businesses
- Serve as primary liaison between Economic Development Team programs and priority-area communities, aligning MainStreet programs, corridor development, and business technical assistance with priority-area goals

Development Project Management and Resource Integration

- Oversee community benefit agreement negotiations for developments in priority investment areas, ensuring inclusive development requirements are incorporated into all projects
- Manage developer relationships, ensuring commitments to the historically underserved community are honored
- Connect priority-area residents and businesses to BDC lending, grants, and technical assistance programs, and identify funding opportunities supporting anti-displacement initiatives
- Utilize GIS and data analytics to monitor demographic and business-composition trends and inform strategy adjustments

Leadership & Collaboration

- Lead through influence. Though this role has no direct reports today, the Director drives alignment across the Economic Development, Business Development, and Strategy teams, and community-based organizations, on priority-area work.
- Advise leadership. Serve as a trusted advisor to the VP, Commercial Districts and Senior Leadership Team on community engagement strategy, anti-displacement policy, and developer accountability.

Key Performance Indicators

Performance is assessed against the following indicators, reviewed quarterly and reset annually with the VP, Commercial Districts and President & CEO.

Performance Area	Annual Target
Priority-area engagement	24+ resident/stakeholder engagement sessions held annually across priority neighborhoods
Anti-displacement protection	Measurable increase in households/businesses connected to anti-displacement resources or community land trust structures
Community benefit agreements	100% of priority-area developments have negotiated and monitored community benefit agreements
Resource connection	Year-over-year growth in priority-area residents/entrepreneurs connected to BDC lending, grants, and technical assistance

Review schedule: Progress is tracked in regular one-on-ones, formalized through quarterly performance check-ins, and evaluated comprehensively in an annual review.

Required Qualifications

- A Bachelor's degree in Urban Planning, Community Development, Public Policy, or a related field; an advanced degree is a plus.
- A minimum of 5 years of experience in community development, place-based economic development, or neighborhood revitalization, including experience coordinating cross-functional teams.
- Strong understanding of gentrification dynamics, community engagement practices, and equitable development principles.
- Proficiency with community engagement tools, project management systems, GIS, and data analysis; Spanish language fluency strongly preferred.
- Excellent facilitation, negotiation, and conflict resolution skills.
- Knowledge of Baltimore's economic and civic landscape and familiarity with the Mayor's strategic priorities is a strong plus.

Office Environment

BDC offers a collaborative, fast-paced, and mission-driven work environment in the heart of downtown Baltimore, with a modern, professional office setting. This is an in-office position; standard hours are 9:00 a.m. to 5:00 p.m., Monday through Friday. Weekend and evening meetings occur as necessary to meet the needs of the businesses we serve. The position may also require occasional regional travel.

Physical Requirements

This is a primarily sedentary role performed in an office environment. The position requires the ability to operate standard office equipment, communicate effectively in person and virtually, and occasionally move about the office and travel to off-site meetings and events. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions of the role.

Salary & Benefits

The salary range for this position is \$95,000 – \$120,000, commensurate with experience and qualifications. BDC offers a comprehensive benefits package, including health, dental, and vision coverage; retirement plan contributions; paid time off; and ongoing professional development opportunities.

Application Process

Interested candidates should submit a resume and a cover letter describing their qualifications and interest in the role to smclaughlin@baltimoredevelopment.com, with “Director, Community Partnerships and Investment Candidate” in the subject heading. Applications will be reviewed on a rolling basis until the position is filled.

The Baltimore Development Corporation is an equal opportunity employer. BDC does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in any of its activities or operations. We are committed to building a diverse, equitable, and inclusive workplace and strongly encourage applications from candidates of all backgrounds.