

Tennessee Housing Development Agency (THDA) is seeking a highly skilled **Capital Markets Director** to lead our capital markets strategy and execution. Reporting directly to the CFO, this role will oversee the operations of our Mortgage Backed Securities (MBS) program and drive enterprise-wide mortgage rate setting strategies that strengthen THDA's financial infrastructure. The organization handles mortgage loans and servicing, as well as municipal bonds, tax credits, and grants. We are an organization with much to offer including a great culture, retirement offerings, and excellent benefits that include health, dental, vision, paid leave, and flexible work schedules including remote work options.

The successful candidate will meet the following minimum requirements:

Minimum requirements:

- Bachelor's degree in finance, economics, business, or related field (advanced degree preferred).
- Minimum of four (4) years of supervisory experience required, five plus (5+) preferred.
- Minimum of three (3) years of directly related experience required, 8 – 10 years of experience in capital markets, or mortgage loan management preferred.
- Demonstrated success optimizing finance teams for efficiency.

Some of the Key responsibilities of this position are:

- Directly supervises and mentors' staff, fostering professional growth and operational excellence.
- Oversee the securitization and sale of MBS, manage liquidity, ensure compliance with policies and procedures.
- Lead capital markets activity including mortgage rate setting, pricing analysis, and MBS trade execution across different investment and funding programs.
- Provide technical guidance on structured transactions, pipeline planning, and financial risk mitigation strategies.
- Collaborate on debt-related analyses and modeling in support of the agency's financing strategies.
- Oversee trade execution of MBS and oversee post-trade processing to ensure accurate and timely settlement, reconciliation and accounting.

Some of the Key knowledge, skills, abilities and competencies

- Experience making recommendations to set mortgage rates.
- Ability to effectively manage staff.
- Ability to provide vision and leadership.
- Hands-on experience securitizing loans.
- Strong analytical skills with expertise in financial modeling, risk mitigation, and capital markets strategy.
- Strong follow-through and negotiation skills.
- Superior communication skills, both written and verbal.
- Consistently meets deadlines.
- Experience with mission-driven finance environments.
- Understanding of GASB, MSRB, SEC and other regulatory reporting requirements.
- Advanced proficiency in Microsoft Word, Excel, Outlook, and the internet; able to effectively adapt to and use other computer systems as needed for daily activities.

Minimum starting salary: \$11,353, negotiable depending on experience.

Please note THDA doesn't offer relocation costs.

APPLICATION DEADLINE: Friday, April 17, 2026 at 11:59pm

[Click here to apply](https://thda.org/careers) or visit thda.org/careers