

Felix Alexander Nieves

EXECUTIVE LEADER | STRATEGY, PEOPLE, GOVERNANCE & MISSION

Felix Alexander Nieves is an executive leader across people, governance, and mission. Across more than thirty years in banking, global field operations, and nonprofit enterprise leadership, he has built structures that serve people the systems were not designed for, and led people, governance, and investigations for a six-campus nonprofit enterprise. He builds the systems and develops the leaders who carry the work forward after he leaves.

AREAS OF LEADERSHIP

– People and culture · Mission and financial stewardship · Governance and risk · Belonging and reconciliation

SELECTED EXPERIENCE

Executive Leader | People, Governance and Organizational Care

Six-campus nonprofit enterprise, Greater Chicago

2019 to 2025

- Served on the executive team of a six-campus enterprise with 350 staff and 5,000 volunteers at peak, holding the enterprise mandate for employee relations, investigations, safeguarding, and organizational care.
- Inherited an investigative structure with a foundation already in place, identified where the gaps were, and completed the build: a three-tier infrastructure spanning board-level whistleblower reporting, staff misconduct, and high-risk external cases.
- Drove staff and volunteer compliance from under 50 percent to 98 percent and sustained it three consecutive years.
- Operated as a parallel executive authority across employee relations, safeguarding, and investigations without formal reporting lines from any campus, driving accountability through relational credibility rather than positional authority. One of five leaders entrusted with full board reconstitution.

Regional Director, Latin America, the Caribbean and Africa

Global operations of the same nonprofit enterprise

2009 to 2019

- Initially engaged in 2009 as a consultant building organizational infrastructure for a new Spanish-speaking congregation serving first-generation immigrant families, before joining staff in 2012 to direct multi-country field operations.
- Created and led a crisis response function for immigrant families facing deportation, extortion, and the kidnapping of relatives abroad, connecting families to legal resources and bringing the Mexican Consulate on site.
- Held full financial and governance accountability for a \$5.8 million portfolio of grants and operating budgets across 7 primary and 12 secondary partner organizations in 6 countries.
- Built and directed the international volunteer deployment infrastructure that sent 500 volunteers a year into the field, all self-funded, supported by structured safety protocols and country-specific briefings.
- Restructured the field model from direct employment to local partnerships, removing labor-law exposure and adopted as a regional standard.

Vice President and Assistant Vice President, Retail and Commercial Banking Leadership

Harris Bank (BMO Financial Group), Chicago, IL

1993 to 2005

- Advanced from teller to Vice President, entering the Harris Bank Management Trainee Program at 18 and reaching Assistant Vice President and Branch Manager at 21, among the youngest in the institution.
- Returned to the branch where he started as a teller, now leading the team he once trained under, and drove performance to a top 10 percent citywide ranking within his regional network of banking centers.

Vice President, Banking Center Manager

Cole Taylor Bank, Chicago, IL

2006 to 2009

- Held full P&L accountability for a \$35 million-plus deposit portfolio and 50-plus high-value client relationships, and designed a specialized legal-sector deposit product that produced 800 percent growth in a single year, from \$700,000 to \$6.3 million.
- Rebuilt a distressed flagship branch by recruiting for aptitude over banking experience and training people from outside the industry from the ground up. Within a year the team ranked among the top-performing branches in the network, and several of the people he developed went on to lead branches of their own.

ADVISORY PRACTICE

- Independent advisory practice since 2009, now structured through EFJ Partners. Serves boards and executive teams on governance, organizational risk, leadership alignment, and culture. Selective and mission-driven.

BOARD AND GOVERNANCE

Viva USA, Board of Directors, 2023 to 2025

Viva Global, Board of Directors, Culture and People, 2024 to 2025

Willow Global, Advisory Board Chair, Latin America, 2016 to 2019

Administer Justice, Board Treasurer, 2014 to 2020

TRAINING AND LANGUAGES

- Harris Bank Management Trainee Program, Retail Banking and Branch Leadership Development. Bilingual, English and Spanish.