



Habitat for Humanity of Durham, NC

Invites Your Interest in the Position of:



Chief Executive Officer (CEO)



Habitat for Humanity of Durham, NC seeks an experienced mission-minded leader to become its next **Chief Executive Officer (CEO)**. The next **CEO** will lead the organization through a new era made possible by an unrestricted and transformational gift by philanthropist, MacKenzie Scott, that will allow an increase in capacity and implementation of programs that will have a multi-generational impact on Durham. If you are:

- an advocate for affordable housing for all;
- knowledgeable, creative, and entrepreneurial about housing options;
- a seasoned collaborator, and;
- you walk the talk on community inclusion, diversity, and equity as it relates to accessing affordable housing, this position may be for you.

The Board desires a visionary leader with the natural ability to unite a team around a collective vision and strategically lead an organization through change. The next **CEO** holds high standards of him/herself and others and will empower and energize staff to excel. This leader has a moral and ethical compass that drives their successful decision making and positively impacts their interpersonal relationships. The next **CEO** is a professional who can seamlessly balance maintaining a presence in the community, interacting with key stakeholders, ensuring the organization's strategic direction, and juggling the daily demands of overseeing nonprofit operations.

About the Community:

The City of Durham, located in the Research Triangle Region of North Carolina, is one of the most economically competitive regions in the world. Research and development from the region's major research institutions, and many private and federal labs, have fueled business and economic growth in Durham and have made the area a world leader in life sciences, information technology, and clean technology.

Durham also has a commitment to social justice and innovation in the space of affordable housing and quality of life. Durham City-County hosts the Racial Equity Task Force to address racial equity issues in its many forms. In 2022, Durham initiated a guaranteed basic income pilot program. Durham is also a community of strong non-profits supporting affordable housing including but not limited to Self-Help Credit Union, Latino Community Credit Union, Housing for New Hope, NC Housing Coalition, CASA, Durham Community Land Trust, etc. HFHD is proud to be an engaged partner in this space. For the passionate, equity-minded housing advocate, Durham is a terrific location for actualizing one's goals.

Durham, the "City of Medicine," has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation's first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into exciting, mixed-use developments filled with diverse and popular housing options, restaurants, artist studios, retail spaces and small businesses.

The City's highly diverse population is over 280,000, representing a more than 20% increase within a decade. Centrally located, Durham is a few hours' drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.

About the Organization:

Habitat for Humanity of Durham (HFHD), a 501c(3) organization, was founded in 1989 by the Durham Congregations in Action (DCIA), an organization of 24 churches and faith communities. One of the DCIA's members, Trinity United Methodist Church, offered free office space to house the organization after its inception and the offices are still located there today.

Part of a global, nonprofit housing organization - **Habitat for Humanity International**, the Habitat for Humanity of Durham (HFHD) is dedicated to eliminating substandard housing locally and worldwide through constructing, rehabilitating, and preserving homes; by advocating for fair and just housing policies; and by providing training and access to resources that help families improve their shelter conditions. We were founded on the conviction that every man, woman, and child should have a simple, durable place to live in dignity and safety, and that decent shelter in decent communities should be a matter of conscience and action for all.

Fueled by rapid increases in population and median home price growth of over \$100,000 over 10 years, there has been a steep decline in affordable housing in Durham. Working to increase affordable housing, HFHD has built approximately 18 homes per year and performs an average of 50 home repairs in the Durham Community. For each home built we donate \$4,500 to our Habitat Partner Affiliates that build a new home in Honduras, Malawi, or Nepal. For each new home built in Durham, a new home is built abroad.

Our two primary programs are the home ownership program and a repairs program. The home ownership program is designed for people looking to purchase their first home. We provide future homeowners with pre- and post-closing education and training. Qualifications include residency or job placement in Durham County for at least six months, and a stable income of at least 30% of Durham's median income.

The Habitat for Humanity of Durham's repairs program is intended to help Durham homeowners with limited income correct substandard housing conditions. The goals of the program are to protect Durham's current affordable housing stock and allow Durham residents to age in place with dignity.

The organization relies on the help and support of many volunteers who annually provide an array of hands-on volunteer services. This includes volunteer-driven service programs such as the playhouse building program, women's roofing, and other construction projects. Before the pandemic, HFHD engaged thousands of volunteers per year in all its programs. Rebuilding the volunteer base will be an important external engagement opportunity.

Critical to our mission, Habitat for Humanity of Durham has an open-door policy: All who believe that everyone needs a decent, affordable place to live are welcome to help with the work, regardless of race, religion, age, gender, political views, or any of the other distinctions that too often divide people. Habitat welcomes volunteers and supporters from all backgrounds and serves people in need of decent housing regardless of race or religion.





About the Position:

The Habitat for Humanity of Durham **CEO** reports directly to the Board of Directors and is responsible for providing leadership in the overall operation and development of the organization. This includes implementing the strategic direction set by the Board and supervising the organization's operations, financial management, fundraising, personnel management and community relations. Managing the organization's more than \$7M annual budget (\$14M in assets), the **CEO** will unite staff and volunteers around the organization's vision *"to see a world where everyone has a decent place to live"*. The **CEO** will ensure all aspects of the organization align with HFHD's mission, values, and goals.

The **CEO** should have experience raising funds in a nonprofit setting and will oversee the organization's development efforts. This includes local, state, and federal programs as well as individual, corporate, and foundation efforts.

With five direct reports in Senior Management, the **CEO** will lead 32 staff members, 4-6 AmeriCorps members, and a team of volunteers in executing the mission of the Habitat for Humanity of Durham - *to put God's love into action and bring people together to build homes, communities, and hope*.

In addition to the daily administrative tasks of the position, the **CEO's** key priorities will include the following:

Key Priorities:

- Evaluate operations, staffing, and programs and work collaboratively with the Board and key stakeholders to assist the Board as they develop the organization's annual strategic plan.
- Work with the Board and staff to launch new development initiatives utilizing best practice fundraising methods to diversify and grow the organization's funding streams to support operations, future goals, and growth, including preparing for and launching a capital campaign.
- Facilitate the establishment of a new development - Hope Crossing 2, and work collaboratively with a for-profit builder and other key stakeholders to navigate complex infrastructure challenges and ensure successful completion of the 50-house project.
- Develop a land acquisition strategy that leverages existing relationships and creates new partnership opportunities with local organizations, individuals, and the faith community.
- Invest time and energy in learning the culture of the organization and in establishing trusting relationships with staff, Board members, the community, and stakeholders while building a positive reputation for the organization within the community.

Qualifications:

A bachelor's degree from an accredited institution is preferred or equivalent education and experience. The Board prefers 5-7 years of progressive nonprofit experience, including experience in a leadership role, along with a successful fundraising track record and program management experience. Must be comfortable presenting and engaging with people from all walks of life.

The Successful Candidate:

- is passionate about affordable housing, mission-driven, and has a track record of effective leadership;
- is experienced in strategic planning and working with the Board to identify goals, actions, and milestones to achieve desired outcomes
- is a trustworthy liaison among Board, Staff, volunteers and the Community by modeling transparency and integrity;
- has knowledge of nonprofit governance;
- is dedicated to recruiting and building a diverse, cohesive team by eliminating silos, seeking commonality across functions, and working effectively to ensure a passion for the mission;
- creates employee development opportunities and plans to support continuity of service, engagement, and retention of employees;
- has a successful track record in collaborative and innovative program assessment, design and implementation;
- has experience in resource development, varied fund management experience, volunteer relations, donor relations, and board relations;
- builds awareness of the organization, advocates for and is effective in explaining the services and mission of the organization to stakeholders and effectively builds commitment with community stakeholders, other nonprofit organizations, and nonprofit consumers for the programs being offered/ sponsored;
- has advocacy experience at the local government level and an understanding of local, state and federal policies that impact and govern affordable housing;
- is experienced in working with community and corporate partners such as local governments, faith communities, other nonprofits, and housing developers to execute the organization's projects and mission;
- is experienced in supervising financial operations, including endowment and operating funds, and ensuring all investments and expenditures are handled and maintained according to Board policy and direction;
- possesses excellent verbal and written communication skills with demonstrable ability to effectively facilitate meetings, present publicly, and provide professional and appropriate business level written information utilizing various media;
- possesses well-developed interpersonal skills and abilities, diplomatically communicating and working with diverse personalities and populations;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- is disciplined and values accountability with high expectations of self and others while also being an effective and respected leader.



Habitat for Humanity of Durham provides a comprehensive benefits package including:

- 401(k) plan with 5% employer contribution and up to 2% employer match
- Minimum of 4 weeks of PTO
- 11 paid holidays
- Employer-paid health insurance
- Dental
- Vision
- Short term disability
- Long term disability
- Life Insurance

Additional benefits available at employee cost:

- Health savings account option
- Flexible spending account
- Voluntary life, accident, and critical illness insurance

BUILDING BLOCKS



 **Habitat for Humanity**
of Durham

Values

Agency, Dignity, + Inclusion: Acknowledging and respecting individuals' right to personal fulfillment and fostering an environment where people are seen, heard, and accepted.

Relationship + Community: Cultivating genuine relationships with current and potential homeowners to better meet the ever-evolving needs of individuals, families, and the community.

Addressing Inequities: Partnering with local organizations working to address inequities and eliminate systemic barriers to building wealth.

Goals

Goal 1: Foster a stable and sustainable organization to support Durham Habitat's mission.

Goal 2: Grow Durham Habitat's land bank.

Goal 3: Address the affordable homeownership needs of our community.

Goal 4: Make it possible for future and current homeowners to realize the benefits and transformative power of homeownership.

Salary:

The *hiring range* is \$130,000- 150,000 depending on qualifications.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief Executive Officer –Habitat for Humanity of Durham** title.

To learn more about the selection process,

visit <https://developmentalassociates.com/client-openings/>, select "Client Openings" and scroll down to "Important Information for Applicants."

All applications must be submitted online via the Developmental Associates application portal – NOT the organization's Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants must apply by September 28th, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on October 18th – 19th, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.

All *inquiries* should be emailed to hiring@developmentalassociates.com. Habitat for Humanity of Durham is an Equal Opportunity Employer. The recruitment and selection process is being managed by Developmental Associates, LLC.

