



South County Habitat for Humanity Rhode Island (SCHH), an affiliate of Habitat for Humanity, International (HHI), is seeking a full time Executive Director to lead this thriving, mission-focused organization.

Since 1976 HHI has partnered with people in US communities (now 1,400), and all over the world, to help them build or improve a place they can call home. Habitat homeowners help build their own homes alongside volunteers and pay an affordable mortgage. Habitat homeowners achieve the strength, stability and independence they need to build a better life for themselves and for their families.

About SCHH

SCHH as an affiliate of HHI is dedicated to eliminating substandard housing locally and worldwide. Established in 1990 and bordering the southern coast of RI, SCHH has built 52 homes and served over 60 families in South County, officially Washington County, and funded the building of over 100 homes, internationally. The organization's Operations Center and ReStore are centrally co-located in rural Charlestown, RI.

SCHH employs a range of HHI-approved programs to serve struggling families. In addition to building new houses, SCHH has renovated or modified existing houses allowing families to stay in their own homes. SCHH also offers education programs to assist both new and existing homeowners with the short- and long-term financial requirements of homeownership. All of this contributes to the very favorable reputation enjoyed by SCHH in the state of RI.

Our successful ReStore comprises over 5,000 square feet of donated, mostly used, home furnishings, construction materials and housewares, which are sold at tremendous savings so families from all over RI are able to repair, renovate and redecorate their homes.

SCHH is currently operated by a professional staff of seven, full and part-time employees, supported by hundreds of volunteers and donors, including a large, enthusiastic group of students and faculty of the University Of Rhode Island (URI), and led by a Board of Directors committed to seeking opportunities to expand SCHH's capacity to serve more families. Budgeted income for 2017 is \$1.6 million, a 14% increase over 2016. The ReStore is expected to generate sufficient revenue in 2017 to cover the affiliate's operating expenses, allowing 100% of SCHH cash donations to support our mission projects.

Executive Director Candidate Profile

The next Executive Director of SCHH will report to the Board of Directors, provide overall leadership, and serve as the chief executive officer of this dynamic and expanding non-profit affordable housing organization.

The preferred candidate is a demonstrated leader with extensive experience managing people, assets and finances, as well as fund development. As an organization poised for growth, SCHH is also seeking an Executive Director with strong strategic planning and project development skills. Prior real estate, construction and/or retail experience would be valuable, although not required.



The Executive Director must be prepared to deal effectively with both internal and external challenges, not the least of which is a shortage of affordable building lots, which may necessitate exploring a change to our home development model. Additionally, changing government regulations, diminishing government grant opportunities, an uncertain economy, and competing demands on our staff, volunteers and donors require an Executive Director who thrives on challenge, has superior communication skills (both written and verbal), and has the ability to examine current practices for modification and continuous improvement. In this regard, ReStore revenue expansion will be an ongoing goal for the new Executive Director.

The Executive Director must also be the affiliate's primary affordable housing advocate and fund raiser. SCHH's connections to the community are strong and extensive and demand constant attention. The candidate must have the ability to consistently engage individuals, businesses, churches, civic organizations, schools and local government entities as well as enhance existing relationships including our partnership with URI. The Executive Director must also be able to engage and challenge the Board of Directors and support the recruitment of Board members who bring expertise and energy to the governance of the organization.

In addition, the Executive Director must ensure that the affiliate meets the standards and best practices guidelines of Habitat for Humanity, International.

Preferred Skills and Experience

- Strong operational and people management skills and the ability to work with operational committees, as well as with staff
- Fundraising success, including government and private foundation grants, donor cultivation, and events
- Budget/financial management
- Ability to communicate with excellent written, verbal and interpersonal skills that effectively promote the organization's mission.
- Proficient with software applications, e.g. Excel, Word, PowerPoint, etc.
- Demonstrated success in developing and strengthening a broad range of external partnerships and relationships;
- Organization and time management skills
- Bachelors' Degree preferred, or relevant work experience in applicable disciplines, e.g. construction, management, finance and/or the non-profit environment, may be sufficient
- Experience in working effectively with a Board of Directors
- Knowledge of community development

Salary Range: \$65,000-\$80,000

Benefits:

- Health Insurance
- Retirement Plan (Simple IRA)
- Paid-Time-Off (PTO) Program
- Holiday Schedule
- Jury Duty



- Military Leave
- Leave Without Pay
- COBRA (Continuation of Benefits)
- Workers Compensation Insurance
- Temporary Disability Insurance (RITDI)

South County Habitat for Humanity Rhode Island is an equal opportunity employer. People from diverse backgrounds are strongly encouraged to apply.

For more information about South County Habitat for Humanity Rhode Island, please visit our website (www.southcountyhabitat.org). To apply for this position, please forward resume and cover letter no later than May 1, 2017, to search@southcountyhabitat.org