



Executive Director Habitat for Humanity of Greater Portland

The board of directors of Habitat for Humanity of Greater Portland has launched the search for a new executive director to help increase the nonprofit's impact in the years ahead. Habitat for Humanity of Greater Portland (HFHGP) builds communities of new energy efficient homes, with affordable financing, to extend the benefits of home ownership to families in need. Beyond constructing houses, it is committed to developing and uplifting families and communities. To this end, HFHGP operates a nonprofit home improvement store and donation center, called ReStore, which sells new and gently used furniture, appliances, home accessories, building materials and more to the public at a fraction of the retail price. Through its Critical Home Repair service, HFHGP also helps low-income homeowners make needed repairs so they can live in a safe, healthy, and affordable home.

Organization Overview

HFHGP is an independent affiliate of Habitat for Humanity International, a global, nonprofit housing organization, founded in 1976, by Millard and Linda Fuller. With farmer and biblical scholar Clarence Jordan, the Fullers developed the concept of "partnership housing," which centered on those in need of adequate shelter working side by side with volunteers to build decent, affordable houses at no profit. Habitat now works in all 50 states and in more than 70 countries and has helped more than 35 million people achieve strength, stability and independence through safe, decent and affordable shelter.

Since its founding in 1985, Habitat for Humanity of Greater Portland has built 91 homes in Cumberland County and a dedicated corps volunteers. It has also donated more than \$500,000 to help build homes for more than 170 families around the world. HFHGP recently finished its biggest project to date, a 13-home mixed-income neighborhood in Scarborough. Construction is underway on new homes in Freeport and South Portland.

The ReStore has grown as a vital component of HFHGP's operation, making quality household goods and building materials affordable and diverting from landfills 6.7 million pounds of reusable building materials since its opening.

The newest component of HFHGP, launched last year, distinguishes it from many other Habitat affiliates and provides another valuable support for local families in need: HFHGP's Critical Home Repair service helps eligible low-income homeowners make necessary repairs. This program is part of the organization's broader strategy to transform communities. It not only addresses the health, safety and affordability of individual residences, it also strengthens connections within the community and helps preserve affordable housing stock.

Habitat for Humanity of Greater Portland's annual revenue is approximately \$2.2 million. The organization employs 13, and engages 50-60 volunteers on a weekly basis and hundreds more for construction projects. The staff is a dedicated, talented and cohesive team, deeply motivated by the mission and striving ultimately to "put Habitat out of business" by eradicating substandard housing in Greater Portland.

More information about HFHGP can be found at <https://habitatportlandme.org/>.

Role and Responsibilities

The new executive director will partner with the board of directors in strategic planning, serve as the primary spokesperson for the organization and oversee all aspects of the organization's complex operation—a combination of construction, retail and service enterprises with heavy reliance upon volunteer engagement. The director's core responsibilities include the management and development of staff and programs; the financial health of the organization; and the cultivation of robust community-based relationships. This individual reports directly to the board of directors.

A broad set of skills and abilities is required to build on Habitat's exceptional reputation, leverage the organization's strengths and deepen its impact moving forward. The board expects that the successful candidate will bring to the role:

- Organizational leadership or high-level management experience in the nonprofit sector
- Familiarity with the Habitat model and strong alignment with the mission
- A high degree of self-awareness, empathy and authentic ease in working with diverse people in varying circumstances
- A management style that prizes inclusion and collaboration, develops individual and team strengths, and promotes community; the ability to inspire, empower and value staff and volunteers
- Experience in successfully developing and reliably executing long-range strategic plans
- A strong track record of building mutually beneficial relationships, partnerships and/or coalitions
- Demonstrated strength in managing the execution of a multifaceted fundraising strategy
- Exceptional written and verbal communication skills
- Experience in financial management and planning
- High energy and optimism
- The ability to organize around the big picture while maintaining appropriate attention to detail
- Compassion, open-mindedness and humility

The executive director works primarily at the organization's headquarters on Warren Street in Portland.

Compensation

HFHGP's executive director will earn a comprehensive benefits package and competitive salary commensurate with experience. The successful candidate can expect a formal review after the initial six months, as well as an annual review thereafter.

Nondiscrimination

Habitat for Humanity of Greater Portland does not discriminate against any person on the basis of race, national origin, ancestry, public assistance, ethnic background, religion, marital status, economic class, age, disability or handicap (mental or physical), sex, creed, veteran status, sexual orientation, gender identity/expression and any other legally protected characteristics in admission or participation in its programs, services and activities, or in

employment. HFHGP complies with all applicable national, state and local laws pertaining to nondiscrimination and equal opportunity.

To apply

Interested candidates should send a cover letter and resume to Starboard Leadership Consulting at the following address: search5@starboardleadership.com.

Paper copies may be sent to Taylor Rouillard, Starboard Leadership Consulting, 84 Harlow St., Bangor, ME 04401, but electronic submissions of material are preferred. No phone inquiries, please. The application deadline is March 26, 2021, and review of all submissions will begin on that date.