



Position Type	Executive Director
Location /Territory	Huron County, Ontario
Experience	5+ years management
Date Ad Posted	Mar 3 2025

Application Deadline Mon Mar 17th 2025 1.00 p.m. EST

The Opportunity

Habitat for Humanity Huron County brings communities across Huron County together to help families build strength, stability and independence through affordable homeownership and other housing solutions.

Our vision statement frames our mission and weaves it into our culture and ethos: “We foster and build equity through affordable housing, by fully integrating diversity and inclusion into everything we do. Every individual involved with Habitat feels safe and encouraged to bring their whole selves to our mission and they know they are valued, heard and respected.”

We are currently seeking a passionate and visionary Executive Director (ED) to lead our organization in fulfilling its mission. The ED is responsible for managing the organization's resources to ensure the consistent achievement of its vision, mission, values, plans, and financial objectives. This individual will provide strategic and administrative leadership to our employees, volunteers, and committee members, working closely with the Board of Directors to implement directives and support organizational goals.

Key Responsibilities

Strategic & Operational Leadership

- Lead and implement strategic plans to fulfill the organization’s mission, ensuring operational alignment with annual goals, including in our ReStores.
- Foster a high-performance, values-driven culture that emphasizes accountability, productivity, safety, and inclusivity.

Stakeholder & Community Engagement

- Act as primary spokesperson and advocate, strengthening partnerships with government, donors, volunteers, and community stakeholders, effectively communicate and promote the organization’s mission.
- Build and maintain donor relationships and lead major fundraising efforts to support long-term sustainability.

Financial & Risk Management

- Oversee financial health, ensuring robust risk management, regulatory compliance, and fiscal accountability.
- Lead strategic negotiations with stakeholders, partners, and vendors to optimize financial outcomes and mitigate risks.

Board Support & Governance

- Advise and inform the Board on key strategic, financial, and operational issues, supporting strong governance practices.
- Facilitate Board engagement in policy development, strategic planning, and organizational oversight.

Team Development & Organizational Culture

- Lead by example, building an agile, accountable, and collaborative team.
- Champion a culture of continuous improvement and accountability.

Qualifications

- Bachelor's level degree in non-profit management business, finance, or related field.
- 5+ years of progressive management experience, including leading an effective team.
- Familiarity with construction, mortgage lending, and/or real estate would be an asset.
- Experience working with a non-profit board of directors and/or an understanding of modern charitable organization governance.
- Proficiency in Microsoft Word, Excel, QuickBooks, cloud-based computing, etc.
- Operational competence in conventional and social media platforms.
- Knowledge of Huron County, including experience with local municipalities.
- Ontario G2 license and access to licensed, and insured vehicle.

Competencies

- Strategic visioning, effective communication, financial acumen, relationship-building, integrity, and authenticity.

Working Conditions

Our business office is attached to our Goderich ReStore, however the nature of the oversight of the ReStores and our annual or biennial Build Sites, and connecting with partners across 7 communities (negotiating for an 8th) requires a personal sense of comfort in a variety of work related situations. A willingness to get appropriately involved in the varied facets of our operations in numerous locations is a requirement of the position.

Salary Range

Remuneration is comparative to other Non Profit agencies in Huron County.

How to Apply

Please note that we will be reviewing and evaluating applications on an ongoing basis and we therefore encourage early submissions.

Qualified and interested applicants are invited to forward their cover letter and resume as one document to chair.hurhab@gmail.com with the subject line: **Habitat Huron County Executive Director**. Please indicate your salary expectations as well as where you saw the job posting.

Historically, women and people of colour are less likely to apply to jobs unless they meet every single qualification. At Habitat, we are dedicated to building a diverse, inclusive and authentic workplace. So, if you're excited about this role, but your education and experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyways.

Applications must be received before 1:00 PM EST on Monday March 17th, 2025

Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance. Habitat for Humanity Huron County will arrange reasonable and appropriate accommodation for the selection process which will enable those with disabilities to be assessed in a fair and equitable manner.

We thank all applicants for applying however, only those selected for an interview will be contacted (no phone calls please).