



This job posting for the Chief Executive Officer (CEO) position at Habitat for Humanity Mid-Vancouver Island (HFHMI) offers an exciting leadership opportunity for a seasoned executive to guide a successful, financially sound organization dedicated to addressing affordable housing issues in Mid-Vancouver Island, BC.

About Habitat for Humanity Mid-Vancouver Island (HFHMI):

Based on beautiful Vancouver Island, HFHMI is part of the international Habitat for Humanity movement, focusing on providing affordable home ownership opportunities for low to moderate income families in the region. Since its inception in 1990, HFHMI has constructed numerous homes, helped hundreds of people, and developed and operated successful social enterprises (the Nanaimo and Duncan ReStores). HFHMI's work is aimed at addressing one of the most urgent challenges in the region – affordable housing.

Role and Opportunity:

The CEO will inherit an organization with a strong track record, a knowledgeable and dedicated team, and broad community support. Reporting to the Board of Directors, the CEO will oversee all aspects of HFHMI's operations, including strategic planning, real estate development, philanthropy, financial stewardship, and organizational growth. The role requires a visionary leader who can drive the organization's mission forward while navigating the evolving housing landscape.

Key Responsibilities:

Strategic Leadership: Develop and implement a rolling three-year strategic plan and annual operating plans, guiding HFHMI toward achieving its long-term and short-term goals. Work within the federated model for Habitat for Humanity Canada to achieve compliance with corporate requirements while maintaining the autonomy of the Nanaimo affiliate.

Philanthropy & Fundraising: Collaborating with the philanthropic community to increase donations and in implementing fundraising activities that provide sustainable sources of revenue.

Community and Partner Relations: The primary spokesperson of HFHMI, promoting the organization's mission and forging relationships with donors, government officials, and community stakeholders.

Real Estate Development: Oversee land acquisition, real estate transactions, development projects, and negotiations with developers and local governments. Ensure successful project approvals and manage land and construction financing.

Financial Management: Ensure fiscal responsibility, develop annual budgets, and maintain strong financial controls in line with industry standards.

Communications: Develop and execute a communications strategy to maintain a strong HFHMVI brand and enhance community awareness of its mission and impact.

Organization and Business Leadership: Lead and develop the senior leadership and broader team through strong collaboration and communication, ensuring robust performance across construction, social enterprises, finance, family services, volunteer management, fundraising and community outreach.

Business Development: Develop new and grow existing sources of revenue that will allow the organization to achieve its mandate.

Qualifications:

Experience: A minimum of 8 years' experience in senior management in a business or Not-for-Profit organization.

Educational Background: Bachelor's or graduate degree in business or a related field is preferred.

Skills: Strong financial and business acumen, project management skills, leadership and change management, team building, and exceptional communication skills (both written and oral) for internal and external audiences and in working with the media. Advanced knowledge of real estate development cycle and the development approvals process would be an asset.

The Ideal Candidate:

This individual will possess an entrepreneurial mindset and exceptional leadership qualities. They will bring strong negotiation skills, problem-solving abilities, and an ability to forge partnerships with government and private sector organizations. A strong ability to compassionately communicate with staff, local families, and having a passion for making a difference in the community will be key to success in this role.

Location & Compensation:

The position is based in Nanaimo, British Columbia, with a competitive salary and benefit package.

To Apply:

Interested candidates should submit their resume, cover letter and any relevant supporting documents to habitatforhumanitymvi@gmail.com