



Building homes and hope in Metro Denver

Chief Executive Officer Position

An amazing opportunity for an experienced and compassionate leader

Who You Are

Your passion is connecting people to a **bold vision** – and one another – through inspirational storytelling, passionate advocacy, and authentic leadership. You accomplish this through your natural abilities of strategic planning, collaboration, **relationship-building** and communication. You're looking for a leadership position where you can use your knowledge and skills to make a greater difference in your life, the lives of others, and the world. In return, you seek an organization that celebrates individuality and the strength of a **diverse and talented team**. People often comment how you are always thinking about future possibilities, can influence anyone, are an excellent mentor, and lead by example. You know in your heart it's time to find an opportunity to be part of something larger; more **impactful**.

If this sounds like you, please **allow us to introduce ourselves**.

Who We Are

Habitat for Humanity of Metro Denver (Habitat Metro Denver) is part of a **global, nonprofit housing organization** that seeks to bring people together to build homes, communities, and hope. Habitat for Humanity was founded on the conviction that **everyone needs an affordable, healthy, and stable place to live in dignity and safety**, and that affordable housing should be a matter of conscience and action for all. To achieve our vision of a world where everyone has a decent place to live, Habitat Metro Denver builds, renovates and sells homes in partnership with low- and moderate-income families.

Habitat Metro Denver is also an advocate for policies that create and preserve affordable housing. We work in neighborhoods across five counties in Metro Denver to not **only build, renovate and sell new homes**, but also to **do critical home repairs** to help families stay in their homes longer. Throughout our 43-year history, Habitat Metro Denver has served more than 2,500 households and is the 8th largest producer in the Habitat U.S. network.

How We Succeed Together

Habitat Metro Denver's Cultural Blueprint highlights the specific behaviors and mindsets that support our core values and guide day-to-day decisions, behaviors, and interactions of every person within our organization.



Solid **FOUNDATIONS**



Our mission is at the heart of everything we do. We are passionate about our work, our teams, and our relationships.



Innovative **DESIGN**



We are curious. We embrace change. We take risks and initiative to address a complex social issue — housing. We exemplify grit and determination in our relentless pursuit to ensure everyone has a safe and affordable place to call home.



Open **DOORS**



We welcome everyone. We aspire to be an inclusive organization that celebrates one humanity — where equity, diversity, and inclusion are at the core of every facet of our work.



Clear **WINDOWS**



We approach everyone with kindness, clarity, and transparency. We champion authenticity, illuminate our strengths, and hold ourselves and others accountable.



Supportive **STRUCTURES**



We have each other's backs. We collaborate. Becoming better at what we do takes all of us. By building homes and life-changing careers, we make a transformational difference in our lives and the lives of others.

The Chief Executive Officer Position

Habitat for Humanity of Metro Denver is seeking a visionary, strategic, collaborative, community-minded, compassionate, and innovative person to serve as its next CEO. Working in harmony with the Board of Directors, the CEO will lead the organization and its diverse teams in alignment with our values and mission.

The CEO will bring transformative leadership to all areas of Habitat Metro Denver including fundraising, operations, financial performance, DEI, advocacy, and culture. The CEO will expand funding streams, strengthen community relationships, and continue to elevate Habitat Metro Denver's image and mission.

The CEO's critical function as the brand ambassador is to build and strengthen relationships based on trust with all internal and external stakeholders; including board, staff, donors, business and nonprofit organizations, government, volunteers and the community. The ideal candidate will have the ability to expand Habitat Metro Denver's reach by leading collaborative efforts with other partners in the community to expand affordable housing opportunities throughout metro Denver and beyond.

The CEO must possess strong communication and networking skills for the purpose of expanding the organization's fundraising program. The successful candidate will have skills in cultivating and soliciting major gifts, corporate and foundation grants, and enhancing a culture of giving. As a first step in the role, the CEO will collaborate with the Board of Directors and senior leadership team to solidify the planning and implementation of a new capital campaign to support anticipated and growing affordable homeownership projects.

Mission

Seeking to put God's love into action, Habitat for Humanity brings people together to build **homes, communities and hope.**



Vision

A world where **everyone** has a decent place to live

Responsibilities

Executive Leadership

- Provide visionary leadership that is inclusive, transparent and empowering in a manner that supports and guides the organization's mission and next level impact.
- Create, strengthen, and lead a culture of trust, transparency and credibility, internally at Habitat Metro Denver and externally with the metro Denver community.
- Embrace accountability for diversity, equity, inclusion and belonging through a measurable expansion of organizational partnerships, community impact, and departmental goals.
- Collaborate with the Board of Directors and ensure they are an integral partner to assist in fundraising and implementation of a strategic plan to guide growth, expansion, and community impact.
- Cultivate a strong and transparent working relationship with the Board of Directors and ensure open communication regarding financial, programmatic, and impact performance milestones and goals.
- Lead senior leadership team to capitalize on the existing strengths of the organization and expand on the assets to accelerate impact for the community.
- Create an environment of empowerment, mentorship, and career growth for senior leadership positions across the organization.

Financial and Operational Leadership

- Develop high impact strategies and plans that align and advance the organization's mission.
- Ensure annual and long-term financial viability of Habitat Metro Denver by shepherding effective fundraising efforts, securing diverse and sustainable revenue, and engaging the next generation of donors.
- Embrace the position as a key, major-gift fundraiser delivering a message of civic responsibility to resolve housing affordability challenges.
- Maintain a thorough understanding of the organization's finances as a foundation for strategic decisions to maximize impact and reduce risk in a challenging affordable housing market.
- Ensure organizational structure, systems and business processes support the strategic imperatives and growth of the organization and enable staff to do their best work in times of growth and change.



Public Relations and Community Leadership

- Seek opportunities for Habitat Metro Denver to advocate and gather support for affordable housing legislative initiatives through government, civic and other nonprofit partnerships.
- Represents and builds partnerships with donors, nonprofits, policy makers, the business community and government entities to achieve common goals and outcomes
- Ensure Habitat Metro Denver remains a local and national leader within the affordable housing space and related community stewardship, focused on innovation and driving positive change.
- Convenes and seeks to understand the perspectives of a variety of constituents to build trust, inspire new ideas, and build effective relationships to achieve lofty stretch goals.
- Looks broadly at community needs to ensure alignment of programs to need and mission and continued relevance to the mission.
- Develops and maintains relationships with diverse internal and external stakeholders to advocate for housing as a human right.



Professional Experience

- Minimum of ten (10) years of leadership experience with strong planning, interpersonal communications, and networking skills; nonprofit leadership and volunteer experience highly desired.
- Track record of providing strategic and visionary leadership at a large complex organization with multiple lines of business that inspires new ways of doing business that brings about positive change.
- Experience organizing and executing fundraising efforts with demonstrated history of personal fundraising success (\$1M+ gifts, grants, and donations)
- Experience as a key spokesperson for an organization with an ability to motivate diverse audiences such as corporate executives, government officials, civic groups, faith-based organizations, and community groups.
- Ability to make well-informed decisions and command the confidence and respect of stakeholders necessary to serve as the leader of the organization.
- Experience working in community setting and responsive to a community with evolving needs and challenges.
- Experience leading and overseeing staff, budgets, and successful revenue-producing operations.
- Ability to inspire and communicate in a clear and compelling manner about the organization's goals and priorities with a wide range of individuals, such as corporate CEO's senior level management, Board of Directors, managers, employees, volunteers, vendors, clients, legislators, and others.

Personal Attributes

- Strong commitment to the mission of Habitat for Humanity and living the organization's values within our Cultural Blueprint.
- Culturally competent and a self-reflective leader who understands the effects of race, class, ethnicity, income, sexual orientation, gender identity, national origin, and other issues of difference in society and comfortable leading direct conversations about them.
- Experienced community leader comfortable operating in diverse settings.
- Excellent interpersonal and communication skills that are reflected in an ability to interact professionally as well as build trust with the Board of Directors, staff, community and business leaders.
- Belief that asking for donations is an invitation to others to become a part of something meaningful and special.
- Sound decision-maker in high stress situations with ability to support, motivate, and empower a team in times of crisis.
- Demonstrated ability to listen, learn, and collaborate with all constituents.
- Strong value system and work ethic; authentic and leads by example.
- Proven ability to skillfully serve as primary external representative of a highly recognized and respected organization and brand.
- Proactive with a bias towards action and resolving conflicts.
- Demonstrated business acumen; comfortable with change and complexity.

Work Environment

...conditions and physical requirements to perform this job

- Most work is performed indoors / office or meeting setting.
- Ability to work at a computer for extended periods of time.
- Ability to speak in front of large groups of people.
- Evening and weekend hours required for position responsibilities.
- The work entails a mix of office duties, meetings with staff, presentations, events, phone calls and external meetings.
- Out-of-town travel required, mostly to attend conferences and training seminars.
- A valid driver's license and the ability to be insured under Habitat Metro Denver's auto insurance policy is required.
- Proof of COVID-19 vaccination is required for employment. Currently, Habitat for Humanity of Metro Denver requires employees to be fully vaccinated against COVID-19, where allowable under the law, unless they are approved for a reasonable accommodation based on disability, medical condition, or religious belief that prevents them from being vaccinated.



Salary and Benefits

The salary range for this position is: \$181,200 - \$279,000 with consideration given for applicable education and/or experience above the minimum requirements. This position is eligible for an additional performance-based compensation (potential of 30% of annual income).

Benefits available include medical, dental and vision insurance options; 401k savings match; paid Life Insurance and AD&D policy; Short and Long-Term Disability Insurance; Paid Time Off for vacation, sick, holidays, floating holidays, Healthy Families Workplace Act (HFWA) Leave; Parental Leave and paid time to volunteer.

For consideration, qualified applicants should send resume or work history and cover letter to:

Bridge
Partners

Janet Albert
Partner, Bridge Partners
janet.albert@bridgepartnersllc.com

Bridge
Partners

Larry Griffin
Partner, Bridge Partners
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At Habitat for Humanity of Metro Denver, we value diversity and strive to ensure that our practices and policies are equitable and inclusive. We do not tolerate harassment or discrimination of any kind. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), sex, sexual orientation (including transgender status and gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), marital status, race, national origin (including ancestry), disability, creed, religion, genetic information, HIV status, military or veteran status, or any other status protected by federal, state, or local laws. Habitat Metro Denver is dedicated to the fulfillment of this policy in all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, dismissal, and all other terms, conditions, and privileges of employment.



Habitat for Humanity[®]
of Metro Denver

