

Job Title: Director of Regional Housing

Position Location: Charlottesville, Virginia

Reports to: Director of Operations

Employment Type: Full-time, Salaried. Includes some evenings and weekends.

Current as of: September 15, 2021

Overview:

Habitat for Humanity of Greater Charlottesville (Habitat) is a cutting edge non-profit housing organization creating simple, decent, affordable homes in partnership with low-income families, volunteers and the communities of the Greater Charlottesville region. Home construction capacity is multiplied by a volunteer labor force including homeowner families, corporate, civic, and church groups. Habitat is an affiliate of Habitat for Humanity International (HFHI), a global ministry working to end housing poverty world-wide.

In 2013 Habitat completed construction at Sunrise, the first trailer park transformation in the nation without resident displacement. Currently, Habitat owns and operates the Southwood Trailer Park with a similar goal of redeveloping it responsibly and compassionately as a mixed-income, mixed-use, sustainable community for current and future residents. Southwood is the area's largest single concentration of affordable housing and its greatest remaining redevelopment opportunity. When complete, the redeveloped Southwood will be unprecedented in scale nationally.

Additionally, Habitat is a national pioneer in mixed-income community development. To date, Habitat has built or built in nine mixed income neighborhoods and built and sold more than 200 homes.

Habitat's current five year strategic plan concentrates activities into three areas: Building, Rebuilding, and Housing System Development.

Building. Habitat's primary goal in the first realm has been to build and/or renovate and sell 20+ homes each year in the Greater Charlottesville region, while creating durable mixed-income communities. Habitat sells homes at no profit and originates 0% loans so that families earning between 25% and 60% of area median income can become homeowners.

Rebuilding. Habitat is focusing on the holistic transformation of the Southwood Mobile Home Park into a sustainable 1,000+ unit mixed income, mixed use community, anchored by a core, commercial downtown of resident-incubated and owned businesses. Habitat is also strategically investing in affordable homeownership in other key neighborhoods in the region and utilizing home repair as a force multiplier for community improvement.

Housing System Development. Habitat seeks to change the conditions that contribute to housing poverty by working strategically and in coalitions to catalyze greater sector coordination, advocacy, and marketplace innovation so that everyone in the region can find a pathway to safe, decent, affordable housing.

In preparation for the 2021 launch of physical redevelopment of Southwood, Habitat is restructuring operations in order to double our current building production capacity. The Regional Housing Manager

will be central in helping the organization achieve the next step in its growth, while specifically addressing housing needs identified by the communities of Louisa and Greene Counties.

For approximately two decades, operations in Louisa and Greene have largely been undertaken by exceptionally committed volunteer steering committees. The chapters in Louisa and Greene have operated under Habitat's 501 (c) 3 and reported to Habitat's CEO and Board of Directors. Beginning in Fiscal Year 2020, operations in the two counties began to merge with central office operations in order to significantly increase the scale of impact across the three areas of the strategic plan. Whereas the two chapters have been building or rebuilding about 1-3 homes collectively per year, the combined goal over the next five years is to build 30 homes, conduct 80 critical home repairs and serve 200 more families via advocacy.

Scope of Responsibilities:

The Regional Housing Manager will work with key stakeholders – the Habitat CEO and Senior Leadership Team; members of the Greene and Louisa county Operating Committees and volunteers, the Habitat Land Development and Construction team and others – to develop and implement an operational plan to meet the goals of the affiliate's five year strategic plan.

Prerequisite Requirements:

- Positive, "can do" personality
- Commitment to Habitat for Humanity's mission of service to others
- Understanding of rural communities
- Commitment to asset-based community development
- Nonprofit experience
- High level of strategic thinking
- High level experience in project management
- Experience in organizational development
- Experience in relationship management and building partnerships
- Excellent interpersonal skills
- Excellent writing, communications and leadership skills
- Strong discretion and judgment
- Demonstrated ability to multi-task, plan, organize, and implement multiple projects
- Command knowledge of Word, Excel, PowerPoint, Outlook and other common database software
- Ability to work with volunteers, including board level individuals
- Fundraising experience preferred

Core Responsibilities:

- Work with Habitat's land development team to scout and evaluate land and rehab opportunities in Louisa and Greene.
- Support Habitat's construction team in construction of new homes.
- Work with Habitat's Department of Family and Community Partnerships, along with volunteers from the rural counties, to recruit, vet, select and coach partner families from both the rural counties and the region's urban area who will purchase homes in Louisa and Greene.

- Work with Habitat's volunteer manager, along with volunteers from the rural counties, to recruit and coordinate volunteers.
- Work with Habitat's Advancement Department, along with volunteers in advancement and marketing from the rural counties, to generate and implement an annual fundraising and communications plan.
- Work with Habitat CFO to develop and maintain an annual budget.
- Work with Habitat's Director of Operations, Director of Construction and volunteers from the rural counties, to develop and implement a home repair program.
- Work with Habitat's Associate Director of Community Partnerships and advocacy volunteers and organizers from the rural counties, to develop and implement an affordable housing advocacy campaign specific to each jurisdiction.
- Interface and build relationships with key stakeholders in each community, including government officials, business leaders, community champions, prospective donors, low-income community leaders, etc.

Habitat for Humanity is an Equal Opportunity Employer and does not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity, status as a veteran, basis of disability or any other federal, state or local protected class. Women, minorities and protected individuals such as those covered by Section 3 are encouraged to apply.