

Executive Director

Position Profile

Introduction to Greater Fredericksburg Habitat for Humanity

Driven by the vision that everyone deserves a decent and affordable place to live, Greater Fredericksburg Habitat for Humanity has helped residents access the dream of homeownership for more than 30 years. An affiliate of Habitat for Humanity International, Greater Fredericksburg Habitat helps residents build strength, stability, and self-reliance through shelter.



Signature programs of Greater Fredericksburg Habitat include the Homeownership Program, which helps connect individuals and families to potential homebuying opportunities; and ReStore, a home improvement store and donation center, which sells new and gently used furniture, appliances, home goods, and more to raise funds for the organization. The ReStore also acts as a resource for community organizations, providing materials at discount to local nonprofits in need of repairs or renovations.

Since 1995, Greater Fredericksburg Habitat has helped people throughout the City of Fredericksburg and greater community and built more than 25 homes. Their programs counteract systemic inequalities in rates of homeownership, engage local volunteers in meaningful work that supports their neighbors and neighborhoods, and work toward a future in which every person in Greater Fredericksburg has a decent and affordable place to call home.

Opportunity

Greater Fredericksburg Habitat for Humanity seeks a visionary leader to oversee the growth and evolution of the organization's work to provide equitable access to affordable housing for Fredericksburg-area individuals and families. The Executive Director will be a thought partner to a committed board of community leaders and a leader to a skilled staff who share an unwavering commitment to the organization's mission to bring people together to build homes, communities, and hope.

This is a time of extraordinary change and opportunity for the Fredericksburg community and for Greater Fredericksburg Habitat for Humanity in particular. As an affiliate of a trusted, extraordinarily well-respected international organization, Greater Fredericksburg Habitat for Humanity is long recognized as a leader in the effort to provide individuals and families safe, affordable housing. In response to the rising cost of land and construction, the organization has adopted plans to develop higher-density, multi-family units to expand the number of families who have access to a secure, decent place to live. The incoming Executive Director will continue and expand this bold, innovative approach to addressing the

critical lack of decent, affordable housing for individuals and families in the Greater Fredericksburg region.

The next Executive Director of Greater Fredericksburg Habitat for Humanity will bring a deep understanding of affordable housing, finance, government relations, and fundraising. The Executive Director will be highly collaborative and a strong motivator who will promote a culture of innovation among the board, staff, and volunteers. They will leverage the Greater Fredericksburg community's philanthropic potential and the affiliate's strong reputation to generate support for the organization and its critical programs. The new executive will have a passion for ensuring all people in our community have an affordable place to live. As a key leader in the Fredericksburg nonprofit community, the Executive Director will take responsibility for representing the organization at the local, state, and national level to further the impact of Greater Fredericksburg Habitat for Humanity.

Key Position Functions

The Executive Director provides strategic leadership and day-to-day management of Greater Fredericksburg Habitat for Humanity, reporting to the organization's Board of Directors. The Executive Director will

- provide vision and articulate a strategy for Greater Fredericksburg Habitat for Humanity's future, and strengthen the organization's position as a leader and innovator in the efforts to ensure everyone has a decent place to live.
- collaborate with local and regional leaders to identify pathways for continued growth of Greater Fredericksburg Habitat for Humanity's reach through innovative building and redevelopment efforts and partnerships.
- lead resource-development efforts including, but not limited to, oversight of the affiliate's ReStore and development and implementation of strategies to expand the organization's base of philanthropic support.
- demonstrate a passion for and knowledge of the organization's mission and provide strong leadership to staff and volunteers; understand and implement best practices of nonprofit board governance.



Vision and Strategy: Develop and articulate a vision and strategy for Greater Fredericksburg Habitat for Humanity's future and mission. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Anticipate future needs and developments for the organization. Develop, in collaboration with the Board of Directors, strategic and operating plans that meet Greater Fredericksburg Habitat for Humanity's mission as well as address demonstrated community need for safe, decent, and affordable housing. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.



Leadership and Management: Hire and manage a results-driven staff and provide leadership to the team. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

Governance: Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Ensure board members of all viewpoints and backgrounds are engaged in the substantive work of Greater Fredericksburg Habitat for Humanity.

Construction: Oversee the planning and development of real estate, with an emphasis on higher-density and lower-cost homes. In partnership with the construction manager, ensure that construction projects are completed on time and on budget and in accordance with relevant safety standards.

Advocacy and Public Policy: Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for affordable housing.

Program Development and Oversight: Collaborate with staff and board leadership to develop and implement programs that support the organization's mission and strategic goals and address unmet needs in the community. Assess opportunities for partnership and identify pathways to expand the organization's reach and impact.

Community Relations: Build and nurture effective relationships and partnerships with existing and prospective stakeholders. Ensure Greater Fredericksburg Habitat for Humanity's continued impact and sustained growth to address the needs for affordable housing through surveys, focused conversations, and benchmarking.

Resource Development: Lead revenue development and fundraising initiatives to ensure Greater Fredericksburg Habitat for Humanity has the resources to sustain and grow its work. Lead creation and implementation of a data-driven fundraising plan to increase philanthropic investment in the mission. Serve as principal fundraiser and ensure strong collaboration across the staff and volunteers. Continue a strong partnership with Habitat for Humanity International.

Qualifications

Competencies and Attributes for Success in the Position:

- Builds networks
- Business insight
- Communicates effectively
- Cultivates innovation
- Develops talent
- Drives vision and purpose
- Financial acumen
- Global perspective
- Instills trust
- Manages ambiguity
- Organizational savvy
- Persuades
- Resourcefulness
- Strategic mindset



Qualifications:

- Please note that an advanced degree is not required for this position
- The placed candidate will be required to become certified as a Competent Safety lead at the organization's expense
- Eight or more years in leadership or management roles
- Basic computer skills such as ability to operate databases and software

Desired Technical Experience:

- Leadership experience in a nonprofit or community impact organization
- Experience in construction and/or real estate development

Salary and Benefits

Greater Fredericksburg Habitat for Humanity is pleased to offer a competitive salary and comprehensive benefits for this position. The expected minimum starting salary for this position is \$90,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting Greater Fredericksburg Habitat for Humanity with this executive search. Applications will be reviewed as they are received. The search committee strongly encourages applicants from groups that are historically underrepresented in leadership positions. All applications are considered highly confidential.

To be considered for this position, please send a cover letter and resume to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

To learn more about Greater Fredericksburg Habitat for Humanity, please visit <https://fredhab.org/>.

Please do not contact Greater Fredericksburg Habitat for Humanity staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

About Fredericksburg, Virginia

Small-town roots meet big-city access in Fredericksburg, Virginia. Tucked between Richmond and Washington, D.C., this charming town along the Rappahannock River offers great places to live and work with easy access to major metropolitan areas up and down the East Coast. In Fredericksburg, there is something for everyone: a charming downtown full of shopping and dining experiences; abundant parks and outdoor activities; a vibrant nightlife; and a culture that proudly embraces its diverse population.

Fredericksburg boasts an incredibly walkable downtown—40 brick-street blocks full of shops, restaurants, hotels, galleries, and cafes, many in restored 18th- and 19th-century buildings that reflect the town's rich history. Dozens of shops and boutiques dot Fredericksburg's historic downtown, and several craft breweries and a local winery can be found here.

Cultural and outdoor adventures abound in Fredericksburg. History buffs will enjoy a trip to Fredericksburg and Spotsylvania National Military Park, George Washington's Ferry Farm, the Mary



Washington House, Chatham Manor, or the Trail to Freedom, which traces the paths of freedom-seekers through Fredericksburg and Stafford County. For those seeking outdoor adventures, they can hike or bike along one of the area's lush nature trails, book a fishing tour along the Rappahannock River, or chart their own course in a kayak or standup paddleboard.

Despite its size, Fredericksburg is one of the most diverse cities in Virginia. Strong job prospects and proximity to major metropolitan areas are just two of the reasons that Fredericksburg has attracted a diverse population; residents overwhelmingly feel that the town has a "[good sense of community](#)."

The town's major employers—including Mary Washington Hospital, Rappahannock Area Community Services Board, and L3 Communications—continue to bring economic benefits and drive job growth within the Greater Fredericksburg region. For commuters working outside of Fredericksburg, Washington, D.C., and Richmond can each be reached in one hour by car; trains provide reliable, regular transportation to and from the D.C. area. With such strong job prospects within an hour radius, it is no surprise that Fredericksburg's median household income exceeds the US national average.