

Senior Director, Housing Solutions

[APPLY](#)

Habitat for Humanity International (HFHI) is seeking a passionate, purpose driven, systems thinker, with a deep understanding of Affordable Housing and Community Development to fill the role of Senior Director, Housing Solutions within the organization's Housing and Community Strategy (HCS) team. The HCS team works with Habitat for Humanity local offices across the United States primarily through thought partnership, capacity building and strategic investments. The team's efforts are grounded in social justice and equity and focused on identifying, investing in, and scaling innovative approaches to affordable housing, economic mobility, and neighborhood transformation.

As a key leader on the HCS team and in the US Office, this position will hire and lead the newly forming Housing Solutions team. The Senior Director is an affordable housing thought leader who can represent HFHI with donors, housing sector partners and Habitat affiliated organizations. The role will oversee strategy, research, initiatives and tools that support HFHI and local Habitat affiliates to understand and leverage housing market conditions, financing (including public subsidies for), regulatory environment, and entitlement process for affordable homeownership projects. Additionally, the team will provide technical assistance to local Habitat offices in reviewing site design, construction techniques including climate resilience and sustainability as a way of promoting best practices.

The Senior Director will manage staff that includes subject matter experts in affordable housing development, market analysis, construction, long-term affordability and housing preservation.

Essential Duties and Responsibilities

Lead a team of affordable housing and construction professionals to accomplish the following:

- Execute and amplify sustainable housing and community development solutions that respond to the needs and experiences of excluded and marginalized groups. (20%)
- Assess available and emerging financing resources and develop homeownership financing opportunities that create broader impact for target homebuyers. (20%)
- Develop strategies to advance Habitat's Racial Equity goals by creating opportunities for families of color to build intergenerational wealth. (20%)
- Set and develop strategies that bring market intelligence to Habitat affiliates in a scaled way to better inform affiliate project strategy and mission. (10%)
- Maintain familiarity with federal, state, regional, and local housing programs, policies, and regulations. (5%)
- Lead the team in developing policies, technical assistance, procedures, and capacity building to design and scale innovative housing and community solutions. (5%)

- Develop and share best practices, provide technical assistance, and support capacity building for Habitat affiliates. (10%)
- Cultivate and manage external relationships and national partnerships to advance Habitat for Humanity's goals. (10%)

Requirements:

- Bachelor's degree
- Years of Related Experience: 7+ years engaged in affordable housing design, development, construction and policy work. Preference for development finance experience but must also have other key competencies.
- Experience in public and private sector
- Ability to navigate complex affiliate and HQ world
- Strong writing and communication skills
- Experience and success in managing complex programs including technical assistance to end users
- Existing career focus on affordable housing development and finance, systems transformation and/or community collaboration

Preferred – in addition to minimum

- Master's degree in urban studies, architecture, urban design, real estate, urban planning, or related field
- Moderate or advanced knowledge of place-based community strategies, affordable housing, human-centered design, and/or developmental evaluation
- Experience with principles of equitable development or social/economic/environmental justice frameworks
- Active support of HFHI Values:
 - o Humility – We are part of something bigger than ourselves
 - o Courage – We do what's right, even when it is difficult or unpopular
 - o Accountability – We take personal responsibility for Habitat's mission
- Safeguarding: HFHI requires that all employees take seriously their ethical responsibilities to safeguarding our intended beneficiaries, their communities, and all those with whom we work. Managers at all levels have responsibilities to support and develop systems that create and maintain an environment that prevents harassment, sexual exploitation and abuse, safeguards the rights of beneficiaries and community members (especially children), and promotes the implementation of Habitat for Humanity's code of conduct.

About Habitat for Humanity

[Habitat for Humanity](#), founded in 1976, is a global, Christian-based nonprofit organization that grew out of an intentionally multi-racial community in rural Georgia. Seeking to put God's love into action, Habitat brings together people of all faiths and people of no faith to build homes, communities and hope. Working alongside each other, we help families and individuals build and improve places to call home and achieve the strength, stability and self-reliance they need to build better lives for themselves. Habitat seeks individuals who have a willingness to affirm these principles and values.

At Habitat for Humanity International, we embrace a history rooted in creating equity and take our mission seriously by courageously committing to a culture and workplace where all staff feel safe, welcome, visible, respected, supported and valued. As an equal opportunity employer, we realize that our success depends upon building an inclusive workforce of diverse perspectives and encourage people of varied races, ethnicities, national origins, tribes, religions, ages, gender identities and expressions, genders, sexual orientations, marital statuses, disabilities, veteran/reserve national guard statuses, socio-economic statuses, thinking and communication styles to work with us.

We also require that all staff take seriously their ethical responsibilities to safeguarding our intended beneficiaries, their communities (especially children), and all those with whom we work. In line with the prevention of sexual exploitation and abuse, all staff must pass a thorough background screening and will be held accountable to upholding our policies around ethical behavior, including safeguarding and whistleblowing.