

**Position Announcement: CEO
Transylvania Habitat for Humanity
Located in: Brevard, NC**

CHIEF EXECUTIVE OFFICER

TRANSYLVANIA HABITAT FOR HUMANITY
Brevard, North Carolina

Career Opportunity

The Transylvania Habitat for Humanity (THfH) seeks a Chief Executive Officer to guide a growing local affiliate at a pivotal moment. The next CEO will turn a substantial housing pipeline into lasting opportunities for neighbors, sustain and expand home repair and disaster recovery response, and build the resources and partnerships needed to serve more families well.

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

Reporting Structure: The CEO reports to a 14-member Board of Directors.

Total Staff and Budget: 26 staff members and an annual budget of \$3.5 million.

Salary: The salary is commensurate with experience and starts in the \$120,000 range.

Benefits: Benefits include a 100% paid medical plan, optional dental and vision plans, Simple IRA match 3%, phone stipend, 20% on ReStore purchases, four weeks of vacation, 5 sick days and 10 paid holidays. For a new leader moving to the area, THfH offers temporary housing for up to 45 days.

Working Environment/Location: In Person/Brevard, NC.

More about this opportunity can be found here <https://drive.google.com/file/d/15p4WMFL-Dxhrc6V6iR0fmwSQjGlipeZm/view>

The Opportunity

The Board seeks a leader who pairs bold vision with financial judgement, earns trust across the community, and develops a capable team. A newly established Chief Operating Officer role will lead day-to-day operational coordination, allowing the CEO to focus on strategy, relationships, resources, and the most consequential housing decisions. This role calls for a leader who can connect people, projects, and resources to make more affordable homes possible.

The Ideal Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

#1 Passion for the Mission – This is more than a job.

The CEO will lead staff, volunteers, and families so that each stakeholder can belong, contribute, and succeed. Leading by example, the CEO will understand that at all times, empathy is an essential quality. The ideal candidate will have a vision for and experience in the affordable housing landscape and will have an eye consistently focused on the future and how to best adapt the organization to potential changes. The CEO will have a collaborative spirit and will be a charismatic leader who treats all with respect. The ideal candidate will be an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

#2 An Innovative, Visionary, Strategic Leader – This is the future.

The CEO will possess a deep drive and passion for ensuring THfH remains at the forefront of community service, continually developing new opportunities to serve the mission. The CEO will embody the values and mission of THfH partnering with the Board to set strategy, establish priorities, monitor progress, and risk, and maintain clear governance and accountability. An effective storyteller, the CEO will exude an authentic, confident, and humble spirit that enables them to represent THfH with a range of partners and community members.

The CEO will be highly strategic, setting priorities decisively but collaboratively, delegating responsibilities, ensuring accountability, and effectively allocating resources to ensure results. This leader will have a strong data and analysis orientation and a proven ability to use metrics to drive decisions and achieve strategic objectives. The CEO will have a demonstrated understanding of how to run a financially sound organization, including experience managing and operating a budget. The CEO will be skilled at listening to and learning from others with a deep belief in fostering a transparent, empowered, and productive organizational culture. Deeply invested in staff voice, the CEO will recognize the importance of the commitment of the THfH staff and will foster an atmosphere of collaboration and partnership across the organization.

#3 An Action Oriented Leader with a Commitment to Community – This is leading by example.

This person will be responsive to the needs of the THfH community and will be respectful and mindful of the unique cultures in a rural area. A resourceful coach and capable facilitator, the CEO will have the ability to lead and guide the leadership team to continue its incredible work in support of each part of THfH. The CEO will be energized by the prospect of leading the organization's staff and Board of Directors in its continued growth. Culturally competent, the successful candidate will have the character and integrity necessary to develop rapport with people of varying experiences, backgrounds, and philosophies, and to understand the nuanced differences among the community.

4 An Authentic Ambassador and Community Builder – This is being THfH's community face.

The CEO will be an authentic ambassador and community builder. The CEO will work to build rapport and promote THfH with its many constituents and partners. The CEO will be a dynamic, energetic, and credible face of the organization. The CEO will have the skills to articulate the vision of the organization to its supporting community, attracting new funding and partners. This leader will also demonstrate an active ability to cultivate relationships with leaders in the private and corporate sectors. Similarly, the CEO will be experienced at building effective coalitions with other organizations and a wide range of stakeholders. The ideal candidate possesses the ability to properly balance collaboration and decisiveness, understanding where input is needed and then driving effectively and efficiently toward execution. The leader will have a high level of emotional intelligence with a demonstrated ability to quickly build trust and credibility with the people in the community and build on strong partnerships while making sound choices.

5 Fundraiser for THfH – This role includes making many asks.

This leader will work tirelessly to develop meaningful relationships and promote THfH with its many constituents and partners. The CEO will have the skills to articulate the vision of the organization to its supporting community, attracting new and diverse partnerships. This leader will have direct experience with a wide range of fundraising channels, including individual giving, organizational funding partners, and foundation support. The CEO will hold their own funding portfolio to cultivate and grow relationships to strategically increase funding and the donor base. The CEO will have an inspirational approach to building collaboration and buy-in and generating support for the organization, continually innovating to help expand brand and reach. As the lead external voice of the organization, the CEO will be a recognized leader in the community.

Additional Needed Expertise & Attributes

- At least seven years of nonprofit progressively responsible leadership experience, including supervision of managers and responsibility for multiple functions or programs.
- Understanding of the financial complexities and regulatory necessities of an organization that operates with government funding from federal, state, and local entities (specifically CDBG).
- Experience with Habitat for Humanity, affordable housing, community development, human services, disaster recovery, construction, retail operations, or a similarly complex nonprofit.
- Compassion for and experience with those who have experienced homelessness and/or trauma.
- A bachelor's degree or an equivalent combination of education and substantial relevant experience is appropriate. Advanced degree preferred.

About the Organization

Transylvania Habitat for Humanity (THfH) partners with local families and the wider community to expand access to safe, decent, affordable homes in Transylvania County. Its work spans new

construction, critical home repair, aging in place, disaster recovery, homeowner support, volunteer engagement, and a ReStore thrift store.

The housing development pipeline includes Woodland Terrace, Railroad Avenue, Hope Springs Cottage Community, Rosenwald, and See Off Mountain. These plans represent approximately 77 prospective homeownership opportunities at different stages. The fiscal 2027 goals include eight new homes and 75 home repairs. Hurricane Helene reinforced the need to preserve existing homes and help displaced families.

Want to know more? Visit THfH's website at <https://transylvaniahabitat.org/>.

About Brevard, NC

Brevard, North Carolina, offers an exceptional place to live and lead. Surrounded by the Blue Ridge Mountains and close to forests, waterfalls, and trails, the community pairs easy access to the outdoors with a lively downtown, local arts and music, and a strong sense of connection. For a CEO committed to expanding affordable housing, Brevard offers the opportunity to build lasting relationships and make a visible difference in the community they call home <https://brevardncchamber.org/>.

Think you are the next Transylvania Habitat for Humanity CEO?

To apply, click on the link to the CEO position profile at <https://jobs.armstrongmcguire.com/>. You will see instructions for uploading your compelling cover letter, resume, and salary requirements. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites. Review of candidates will continue until the position is filled.

Equal Opportunity

Transylvania Habitat for Humanity is an equal opportunity employer. Employment decisions are made without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other status protected by applicable law.

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