



Construction Director

Department: Construction
Reports to: CEO
Supervises: Site Managers, Project Coordinator, Repair Program Manager, AmeriCorps
FLSA Status: FT - Exempt

Director of Construction

Summary: Reporting directly to the Chief Executive Officer, the Director of Construction will provide key leadership at Habitat for Humanity Seattle-King County to ensure excellent operations in all aspects of our Construction and Home Repair Department. Encompassing site acquisition/development, new home construction, full home rehab, and exterior repairs. This position will lead all functions and be ultimately responsible for the attainment of annual production goals and budgets while delivering excellent, quality products in an efficient, safe, and timely manner. The Director of Construction requires strong leadership and creative problem solving, ability to flourish in a construction environment that chooses to work largely with an unskilled, volunteer force.

This is a Full Time Exempt position, including occasional evening and weekend work. Workweek duration can be extended temporarily due to projects.

Essential Functions

- **Site Acquisition/Development:** Lead ongoing efforts to identify and secure ownership (through donation or purchase) of properties to support the production goals of the organization.
- **New Home/Rehab Construction:** Ensure a safe and clean construction work site at all times toward producing a quality product in efficient, safe, and timely manner. This position is responsible for annually meeting established production goals within established budgets and timelines. This position is responsible for the overall construction safety program of the organization and its implementation to all applicable regulations.
- **Staff Management:** This position is responsible for providing strong staff management to ensure a capable and adequately trained team while implementing programs to ensure employee satisfaction and retention. This position is responsible for maintaining adequate levels of staffing and designing plans for growth while developing a team to support the organization's overall mission.
- **Program Development:** This position is expected to provide leadership in the development of the construction department to achieve annual goals. They will be responsible for making proposals to attain aggressive production levels as defined by the organization's strategic plan. In a growing and competitive market, they are responsible for leading the organization's adaptability to appropriate forms dictated by the market.
- **Volunteer Management:** This position is responsible for ensuring that construction staff are well trained in hosting volunteers as the front line contact for the organization.

They must be committed to the volunteer component of our construction activity as defined in our mission.

Minimum Education and Experience

- Bachelor's degree in related field
- 10 years of progressively responsible leadership in the homebuilding industry
- A strong leader with the ability to develop staff and volunteers through personal example and through the implementation of formal training programs and other processes
- Excellent communication skills with a strong passion for the organization's mission;
- Experience managing large construction projects, department budgets, and a commitment to excellent stewardship of funds.
- Self-motivated with the ability to work independently and as part of a team with great energy and persistence.
- Experience working with diverse constituencies;
- Proven organizational skills including the ability to manage multiple tasks and projects simultaneously and produce high quality results quickly and on time;
- Critical thinking, problem solving, accuracy, and attention to detail

BENEFITS

Benefits package to include generous vacation/sick leave, medical/dental/vision insurance, short/long term disability, life insurance.

In accordance with the Americans with Disabilities Act

This position requires the physical ability to sit, walk, and/or stand for prolonged periods of time. This individual must also have the use of all senses, to include, but not limited to sight, hearing, smell, and taste while possessing the ability to stand, stop, bend, grasp, and/or hold to complete warehouse and construction site work.

While the HfHSKC work environments are smoke-free and temperature controlled, some work may be in non-temperature-controlled conditions, often outdoors. This position requires persons who are able to safely lift at least 50lbs on a regular and frequent basis.

Habitat for Humanity Seattle- King County is committed to a policy of equal employment opportunity (EEO) and will provide such opportunities to all qualified persons without regard to race, color, sex, sexual preference, national origin, age, religion, disability, or any other characteristic protected by law.

TO APPLY

Send cover letter and resume to HR@habitatskc.org