



Habitat for Humanity of Durham, Inc. Construction Department

Director of Construction Regular, Full-time, Exempt

Who we are: [Habitat for Humanity of Durham](#) (Durham Habitat) is a community-based low-income housing developer which builds, rehabs, and repairs homes in Durham. Founded in 1985, Durham Habitat is an affiliate of Habitat for Humanity International (HFHI).

Durham Habitat has built - and sold - more than 400 homes and repaired over 450 homes in partnership with hard-working, low-income neighbors in Durham. Through our home for a home program, we also help build affordable homes in other countries. We are passionate, innovative and tireless advocates for affordable housing through community engagement and partnerships. We invite those for whom our mission, values and work resonate to consider joining the team.

Who we want: The Director of Construction (DC) is a strategic thinker and team player who delivers results to further Habitat's mission. They have an adaptive, fast-paced and flexible style and are passionate about building and repairing homes, partnerships and the overall Durham Habitat brand in order to fight poverty and fight for affordable housing solutions in Durham.

Reporting to the Executive Director and partnering with the Leadership Team, the DC leads the Construction Team, Durham Habitat staff, volunteers, and home buying/home repairs partner families in building and repairing homes to advance Durham Habitat's work. The DC will help develop, implement and align the construction strategy with Durham Habitat's strategic goals, which includes innovative housing solutions to increase our overall impact in the community.

Who you are: An experienced construction professional leader who aspires to bring their passion and considerable skill set to build homes, hope and a stronger Durham every day.

- **Drives results:** Has a strong bottom-line orientation. Persists in accomplishing objectives despite obstacles and setbacks. Has a track record of exceeding goals successfully. Pushes self and helps others achieve results.
- **Collaborates:** Works cooperatively with others across the organization to achieve shared objectives. Represents departmental interests while being fair to other team members and their areas. Partners with others to get work done.
- **Cultivates innovation:** Comes up with useful ideas that are new, better, or unique. Introduces new ways of looking at challenges. Can take a creative idea and put it into practice. Encourages diverse thinking to promote and nurture innovation.
- **Interpersonal savvy:** Relates comfortably with people across levels, functions, culture, and geography. Acts with diplomacy and tact. Builds rapport in an open, friendly, and accepting way. Receives and gives feedback and values feedback as a way to grow, learn and be better.
- **Being resilient:** Is confident under pressure. Handles and manages crises and conflict effectively and efficiently. Maintains a positive attitude despite adversity. Bounces back from setbacks. Grows from hardships and negative experiences.

- **Drives vision and purpose:** Talks about future possibilities in a positive way. Articulates the Habitat vision in a way internal and external partnerships can relate to. Creates organization-wide energy and optimism for the future. Shows personal commitment to the vision.
- **Plans and aligns:** Sets personal objectives to align with organizational goals. Breaks down objectives into appropriate initiatives and actions. Stages activities with relevant milestones and schedules. Anticipates and adjusts effective contingency plans.
- **Expands networks:** Builds strong formal and informal networks. Maintains relationships across Durham.

What you'll bring: Commitment to the mission and vision of Durham Habitat, and a passion for using your construction leadership skills with purpose to build on Durham Habitat's outstanding 34 year history of building homes, hope and community.

- A record of success leading high quality construction projects safely, on time and within budget, including at least five years of experience leading construction planning and budgeting, permitting, scheduling, procurement, warranty program and continuous improvement.
- A General Contractor (GC) license and an OSHA certification, or a commitment to gaining GC credentials in the near future.
- Knowledge and understanding of North Carolina Building Code, the City of Durham's permitting and inspection process, green building practices, take-offs and an ability to turn bids and take-offs into orders.
- Willingness and enthusiasm to work on site with staff and volunteers at least two Saturdays each month. (Habitat's construction and volunteer staff works Tuesday-Saturday to accommodate Saturday volunteers.)
- A strong commitment to safety, proper staffing, developing volunteer leadership, and providing adequate materials and tools to create excellent volunteer experiences on construction sites.
- Excellent interpersonal skills and comfort interacting and communicating with a diverse group of stakeholders of all types including partner families, volunteers and staff. Ability to synthesize ideas and communicate effectively with diverse audiences.
- Ability to work successfully under pressure and to handle competing priorities with minimal supervision. Strong planning, organizational, and time management skills.
- An energetic, collaborative and flexible style, with a strong service and team-player mentality. An ability to work in a cross-functional, fast-paced work environment.
- Bachelor's degree in Construction Management, Business Administration, Public Administration, Non-Profit Management, or a related field or a minimum of five years of management experience in the residential construction industry.

Notice: The job description in no way states or implies that these are the only duties to be performed by the employee occupying this position.

Compensation: Salary is commensurate with the experience and background of the successful applicant.

To apply: Submit your cover letter and resume to Blake Strayhorn, Executive Director, at bstrayhorn@durhamhabitat.org. The subject of your resume submission email should be: **Director of Construction.**

Habitat for Humanity of Durham is an Equal Opportunity Employer.

More about Durham Habitat:

Durham Habitat is a part of a global, nonprofit housing organization dedicated to eliminating substandard housing locally and worldwide. We believe that all Durham neighbors should have access to safe, stable, secure and affordable housing. We know that as a result of structural racism, poverty, and other systemic injustices, housing has not been accessible to all and many face significant personal and institutional obstacles. This situation prevents our community from reaching its full potential. In order to make the dream of all having access to stable housing a reality, Durham Habitat constructs, rehabilitates and preserves homes, advocates for fair and just housing policies and provides training and access to resources to help families improve their shelter conditions. Habitat engages more than 7,000 volunteers annually and has been building partnerships in Durham since 1985.

Our Faith. Founded on Christian values, Durham Habitat partners with those who share our ideals of love, respect, compassion and justice for all. We welcome those of any faith - or no faith - to join us building homes, hope and community in Durham.

We build and repair homes. Habitat builds and sells 20-25 new homes in partnership with hard-working families in Durham who pay monthly, interest free mortgages. We also repair 80-100 homes per year for low-income Durham homeowners, many who are elderly, disabled or veterans, so they can preserve their affordable homes and age in place with dignity.

We build hope. Habitat homes are not given away, but are SOLD to low-income neighbors who do not qualify for traditional home loans. Lower construction costs with volunteers and donated materials, zero-interest mortgages, and green building principles keep our homes affordable for our partner families. Meet some of our partner families in our short video, [Building Hope](#).

We build community. As the lives of the families who buy our homes are transformed, Durham neighborhoods are transformed by the stability that homeowners bring to the community. We work in partnership with the communities in which we build, and we embrace asset-based community development. Our volunteer programs bring Durham neighbors together across racial, class, and socioeconomic divisions to make Durham a stronger community.