



EXECUTIVE SEARCH ANNOUNCEMENT

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Organization: Habitat for Humanity of Bergen County (HFHBC)

Position: Executive Director (On-Site)

ABOUT HFHBC

Habitat for Humanity of Bergen County (HFHBC) is dedicated to addressing the critical need for affordable housing in Bergen County, New Jersey. Since 1994, we have partnered with communities, donors, and volunteers to create safe and sustainable homes, empowering families and revitalizing neighborhoods. HFHBC focuses on building strong community connections and fostering stability through homeownership, critical repairs, and innovative programs. Located in Westwood, NJ, we are committed to making the dream of homeownership a reality while promoting volunteerism and community-driven support.

Role Overview: As the Executive Director (ED), you will provide visionary and strategic leadership to HFHBC, working collaboratively with the Board of Directors and our various committees, to achieve our mission. The ED is responsible for advancing the organization's goals through innovative program development, operational excellence, and sustainable financial stewardship. Acting as the chief advocate and public representative, you will strengthen community partnerships, foster donor relationships, collaborate with municipalities and real estate organizations to obtain land, driving impactful initiatives that expand affordable housing access.

SEE MORE ABOUT THIS EXCITING OPPORTUNITY!



ABOUT THE ROLE AND POSITION

Key Responsibilities:

Strategic Leadership & Talent Management:

- Lead the development and implementation of a multi-year strategic plan aligned with the organization's mission and Board priorities.
- Identify opportunities for growth, innovation, and expanded our impact through partnerships and community engagement.
- Maintain close collaboration with the Board and our committees, serving as a key advisor on strategy, goals, and organizational performance.

Fundraising and Resource Development:

- Design and execute diverse fundraising strategies to secure revenue through major gifts, grants, corporate partnerships, and individual contributions.
- Build and sustain donor relationships through thoughtful stewardship and recognition programs.
- Pursue partnerships with corporations, foundations, and community leaders to strengthen financial support.

Community Engagement and Advocacy:

- Serve as the primary spokesperson, advocating for HFHBC's mission with community stakeholders, media, and civic groups.
- Elevate HFHBC's visibility through strategic communications and brand development across digital and traditional media.
- Foster collaboration with nonprofit organizations, government agencies, and civic entities to advance shared goals.

Operational and Financial Management:

- Oversee all operational aspects, ensuring compliance with legal and industry standards and alignment with Habitat for Humanity International guidelines.
- Collaborate with the Finance Committee to manage budgets, cash flow, and financial reporting, ensuring fiscal health and sustainability.
- Build and manage a high-performing team, emphasizing staff development, recruitment, and HR best practices.

Program Development and Oversight:

- Direct housing programs, including family selection, home construction, and mortgage servicing, ensuring positive outcomes for families and volunteers.
- Identify and secure opportunities for land acquisition and property development.
- Cultivate a robust volunteer culture by engaging, training, and recognizing volunteer contributions.

Qualifications and Skills:

Education and Experience:

- Bachelor's degree required, advanced degree in Business, Public Administration, Nonprofit Management, or a related field preferred.
- A minimum of 10 years of progressive executive leadership experience in nonprofit or mission-driven organizations.
- Proven track record in fundraising, securing major gifts, and cultivating corporate partnerships.
- Experience or knowledge in property acquisition and real estate processes, including transactions, regulations, or market analysis, is highly desired. Extensive experience in strategic planning, financial management, and operational oversight.

Core Competencies:

- Passion for HFHBC's mission, with a deep understanding of affordable housing and community development.
- Exceptional leadership abilities with a talent for inspiring teams, Board members, and community stakeholders.
- Strong public speaking and interpersonal skills to build trust and foster relationships.
- Proficiency in financial management and diverse fundraising techniques, including grant writing and planned giving.
- Familiarity with donor management software, digital communications, and Microsoft Office tools.



ADDITIONAL INFORMATION:

EOE Statement:

- HFHBC is an equal employment opportunity to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and trainings.

Work Environment:

- This role requires a blend of office-based and community-focused responsibilities, including attendance at events and stakeholder meetings. Regular visits to construction sites are expected, requiring adherence to safety protocols. Flexibility to work evenings and weekends is essential to engage with key stakeholders within our Bergen County municipalities, volunteers and/or donors. Reasonable accommodations will be provided to enable individuals with disabilities to perform essential functions.

Our Commitment to Diversity, Equity, Inclusion & Belonging



Nonprofit HR is committed to fostering and maintaining a work environment where diversity, equity, and inclusion (DEI) are fully integrated into everything we do for the benefit of our employees and the clients that we serve. To fully realize our goal, we prioritize our understanding of the complexities of DEI within our workforce to inform our approach to talent management. We believe that this guides how we do our work, advise our clients to operationalize DEI and position our content and educational opportunities help strengthen the talent management capacity of the social impact sector.

Continue reading our about our commitment at nonprofithr.com/deinow.

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