POSITION ANNOUNCEMENT
Chief Executive Officer
January 2026

THE OPPORTUNITY

Habitat for Humanity of Lee & Hendry Counties is seeking its next Chief Executive Officer (CEO) to lead an organization that partners with low-income individuals and families to provide safe, decent, and affordable home ownership. The successful candidate will be responsible for leading the strategic vision of Habitat for Humanity of Lee and Hendry Counties' mission. The CEO will possess a commitment to affordable housing & social impact, a capacity to navigate challenges, manage change, and remain mission focused, and ability to engage with diverse communities and foster an internal and external culture based on the core values of: Teamwork, Integrity and Mission Focus.

POSITION SUMMARY

Organizational Leadership

- Leads a collective team of the Board of Directors and staff to develop and implement a strategic plan to guide growth, expansion, and community impact.
- In partnership with the Board of Directors, develops and monitors goals and strategies to advance the mission.
- Provides self-improvement opportunities throughout the organization that leads to the advancement of decisions that are seen as fair and transparent.
- Ensures that the organizational culture rewards initiative, creativity, and a willingness to lead and take responsibility for actions.
- Oversees and promotes growth in senior leadership positions, establishes individual goals, and reviews performance on a regular basis.
- Builds a cohesive leadership team that reflects the affiliate's mission, culture, and future vision as reflected in written policies and procedures.
- Creates a workplace culture that values collaboration, accountability, inclusion, and purpose.

Board Governance

Acts as the primary resource for the Board of Directors and key committees in collaboration with senior leadership on policy development, strategic direction, fundraising approaches, and resolution of key issues.

- Provides regular and concise reports to the Board to ensure a transparent flow of operating and financial information.
- Fosters a collaborative relationship with the Board of Directors while demonstrating the initiative and ability to drive action when necessary to achieve organizational goals.
- Maintains an effective working relationship with the Board of Directors, characterized by open communication, respect, and trust.
- Supports Board development, especially the recruitment of new Board members.

Finance and Operations

- Oversees strategy development with the senior leadership team to align with written fiscal policies and procedures, meet annual budget goals, and monitor performance to ensure long-term financial viability of the organization.
- Makes sound financial decisions and program recommendations based on a thorough understanding of the organization's overall financial position.
- Ensures the best use of operating capital to achieve the overall mission through diversified fundraising strategies in collaboration with the Vice President of Resource Development.
- Builds a strong leadership operating structure with sound succession planning throughout all levels of the organization.
- Ensures that the organization is prepared to demonstrate operational and financial flexibility to fulfill its mission, especially in times of uncertainty.

Brand & Advocacy Ambassador

- Focuses on the overall impact of the organization in the community, with particular emphasis on increasing Habitat's capacity to serve its mission of providing affordable housing to those in need.
- Serves as the principal spokesperson in the community.
- Serves as a lead ambassador for Habitat, working closely with the Vice President of Resource Development to communicate the organization's vision and impact to the public, donors, and stakeholders.

Develops and maintains relationships with diverse internal and external publics to advocate for housing as a right. Develops and maintains connections with diverse stakeholder groups to advance the mission of housing as a right.

- Advocates for affordable housing at the local, state, and national levels in alignment with the organizational plan.
- Works with staff to implement to strengthen state and local advocacy strategies.

Education and Experience

- Bachelor's degree in Nonprofit Management, Business Administration, Communications, Marketing, Public Relations, or a related field; advanced applicable degree(s) a plus.
- Minimum 10 years of executive or senior leadership experience with a focus on developing a team-based culture with a focus on individual development and organizational growth.
- General knowledge or understanding of mortgage finance, construction, fair housing, HUD programs, and the current real estate/market trends. Knowledge of Florida trends is a plus.
- Demonstrated experience in budget planning.
- Demonstrated experience as a key spokesperson for an organization with an ability to motivate diverse audiences about the mission of Habitat.

Physical Requirements

While performing the duties of this job, the employee is frequently required to do the following:

- Sit for prolonged periods in meetings or behind a desk
- Ability to stand for prolonged periods of time at events or in presentations
- Ability to walk on a construction site that has uneven ground
- Travel may be required but limited.

SALARY & BENEFITS

- The starting salary range is $160,000 - $175,000 and shall be commensurate with experience.
- Comprehensive benefits package including medical, dental, vision, life insurance, disability, and 401k savings plan with a company match.
- Paid holidays and PTO days that accrue based on years of service.

HOW TO APPLY

Habitat for Humanity of Lee & Hendry Counties has retained Catalyst Consulting Services to conduct this search on their behalf. Submissions will be reviewed beginning February 1, 2026, and accepted until March 1, 2026. The anticipated start date is June 2026.

To be considered for this opportunity, please submit in one document a cover letter, resume, and how you found out about the position via email to: Michelle Turman, President & CEO mturman@catalystcs.org