



Executive Director

Southeast New Hampshire Habitat for Humanity

Status: Full-time, exempt; evening and weekend availability required. This is not a hybrid position.

Location: Portsmouth, NH. Travel required.

About the Organization

Southeast New Hampshire Habitat for Humanity (SENH HFH) is a nonprofit organization dedicated to expanding affordable homeownership opportunities and strengthening communities across southern New Hampshire. Since 1994, SENH HFH has partnered with families, volunteers, donors, and community organizations to build and renovate safe, decent, and affordable homes.

SENH HFH is a mid-sized affiliate of the global Habitat for Humanity network with an annual operating budget of approximately \$1.5 million, diversified revenue streams including ReStore retail operations, program services, and philanthropy, and total assets exceeding \$2 million.

SENH HFH is in a growth and scaling stage. The organization seeks an Executive Director who can bring a forward-looking vision, expand programs and services, diversify revenue streams, and identify innovative opportunities to meet evolving community needs while strengthening long-term sustainability.

Position Summary

Reporting to the Board of Directors, the Executive Director serves as SENH HFH's chief executive officer and is responsible for overall leadership, strategy, financial management, operations, fundraising, and community engagement. The Executive Director ensures organizational effectiveness, financial sustainability, and alignment with Habitat for Humanity International standards while serving as the organization's primary ambassador to community, corporate, government, faith-based, and nonprofit partners.

Key Responsibilities

Organizational Leadership and Governance

- Partner with the Board of Directors to establish strategic priorities, implement policy, support effective governance, and advance organizational growth and sustainability.

- Provide timely, accurate, and relevant information to support Board decision-making, fiduciary oversight, committee work, and Board development.
- Lead affiliate operations, programs, staff, and organizational performance in alignment with Habitat for Humanity International standards and applicable regulations.
- Use sound judgment and analytical thinking to guide organizational decisions, resource allocation, and strategic planning.

Financial Management and Fundraising

- Oversee budgeting, forecasting, reporting, audit coordination, fiscal controls, and Board financial reporting.
- Lead fundraising strategy across individual giving, grants, corporate partnerships, sponsorships, fundraising events, and donor engagement.
- Cultivate and steward relationships with foundations, corporations, civic organizations, faith-based partners, individual donors, and other stakeholders to grow revenue and visibility.

Operations and Program Oversight

- Oversee affiliate programs and services, including construction, family services, volunteer engagement, Community Toolbox, and ReStore operations.
- Partner with the Construction Manager to ensure safe and effective construction and rehabilitation projects.
- Guide ReStore staffing, procurement, marketing, customer engagement, and financial performance.
- Ensure effective recruitment, selection, and support of partner families and volunteers.
- Maintain compliance with applicable state and federal mortgage regulations, including Loan Originator licensing requirements within the affiliate.

Team Leadership and Community Engagement

- Directly supervise and support staff, including the Development Director, ReStore Manager, Construction Manager, and program leaders.
- Lead staff and volunteers through clear expectations, accountability, collaboration, and mission-focused leadership.
- Communicate SENH HFH's mission, vision, and impact to internal and external audiences.
- Serve as a visible ambassador by building strong relationships with local government, nonprofit organizations, churches, businesses, donors, volunteers, and community stakeholders.

Qualifications

Required

- Bachelor's degree in nonprofit management, business, public relations, or a related field, or equivalent experience.

- Minimum of five years of leadership experience in a nonprofit or related sector.
- Demonstrated success in fundraising, including donor development and grant writing.
- Strong financial management, budgeting, communication, relationship-building, and organizational leadership skills.
- Proven ability to lead teams, manage operations, and drive organizational results.
- Commitment to the mission and values of Habitat for Humanity.
- Ability to pass criminal background, sexual offender, and credit checks.

Preferred

- Knowledge of mortgage, lending, escrow, or Loan Originator requirements.
- Familiarity with residential construction, safety practices, ReStore or retail/social-enterprise operations, fundraising events, boards, volunteer-driven organizations, and donor management systems.

Compensation and Benefits

Salary range is \$105,000 to \$125,000, commensurate with experience. Benefits include paid vacation, holidays, sick time, health insurance, life insurance, and a 401(k) with employer match.

SENH Habitat for Humanity is an equal opportunity employer and is committed to building a diverse and inclusive workplace. Candidates must be eligible to work in the United States.

Please submit a cover letter and résumé to SENH@strongresourcegroup.com. For best consideration, apply by June 30, 2026. Applications will be reviewed as they are received, with initial interviews anticipated in early July. No phone calls, please.