Summary
Habitat for Humanity Greater Orlando & Osceola County is a nonprofit affordable housing organization seeking to fill an immediate opening for a Vice President of Construction. Habitat Orlando & Osceola is an affiliate of Habitat for Humanity International and was founded in 1986 and is committed to providing affordable housing solutions in Orange and Osceola County. A commitment to the mission of Habitat Orlando & Osceola is essential. We are currently producing 25-30 new homes per year and increasing production annually. Additionally, we have a contract repair program working with local municipalities in Orange and Osceola County.

Our Mission: Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities and hope.

Our Vision: Driven by a belief that everyone deserves a decent place to live, Habitat for Humanity Greater Orlando & Osceola County builds affordable housing, revitalizes neighborhoods and strengthens communities.

Habitat Orlando & Osceola utilizes the Entrepreneurial Operating System (EOS). EOS informs how we communicate, set goals, lead and evaluate team members. The organization operates with a focus on five core values built upon a team approach. Our values are represented throughout our organization and our team. WE... leads our core values as we are a team operating together, we are - Driven, Honorable, Nimble, Optimistic and Tenacious. We are looking for a Vice President of Construction who exhibits each of these values and wants to lead from a place of WE.

The Vice President of Construction leads a team of professional construction staff, with the support of over 5,000 volunteers annually. The Vice President should have at least 10 years of experience in the construction industry, with at least five years in a leadership role and possess a general contractor's license. The Vice President will provide key leadership at Habitat Orlando & Osceola to ensure excellent operations in all aspects of construction both single and multi-family new home construction, full home rehabilitation, and minor/major repairs. The Vice President will be ultimately responsible for the creation and achievement of annual production goals and budgets while delivering excellent, quality products in an efficient, safe, and timely manner. The Vice President must be a strong leader and creative problem solver able to flourish in a construction environment that works in part with an unskilled, volunteer labor force.

Key Responsibilities
Site Development: The Vice President will assist in efforts to identify and secure ownership (through donation or purchase) of properties to support the production goals of the organization and maintain a production inventory of three years. The Vice President will contribute to site design and assist with creating project proformas (including predevelopment budget, permit and impact fee analysis, administrative costs budget), and schedules. Assist in the real estate transaction process, housing designs and contract negotiations with subcontractors and vendors. Work closely with key personnel to obtain engineering approvals and permits.

Program Development: In a growing and competitive market, the Vice President is responsible for leading the organization’s adaptability to changing trends and standards as dictated by the market. The Vice President will ensure that Habitat Orlando & Osceola is working appropriately with subcontractors and vendors in compliance with all local, state and federal guidelines. The Vice President will ensure that all federal requirements are met when working within Government programs and funding, such as section 3 and Davis Bacon.
Construction Professional Engagement: The Vice President will represent Habitat Orlando & Osceola professionally in the construction community. Additionally, this role will lead the organization’s efforts to partner with the construction community to help secure support for the organization’s production and fundraising goals, including the annual Home Builders Blitz. This role is highly collaborative in addition to the construction department, this role will collaborate with team members in each department of the organization.

Construction Products: The Vice President will ensure safe, clean, and compliant construction work sites, producing quality products in an efficient and timely manner. This role is responsible for developing and meeting production goals within budget and deadline. The Vice President is responsible for managing and implementing the overall construction safety program of the organization in accordance with all local, state and federal regulations. Additionally, this role will work with the Planning and Strategic Impact department and President & CEO to manage organizational relationships with local municipalities and community partners.

Staff Management: The Vice President must possess strong leadership and management skills. The Vice President will ensure a capable and adequately trained team while fostering an environment in line with organizational culture and core values. It is vital that the Vice President possess the ability to lead, manage and hold the team accountable in accordance with EOS structure. This includes leading meetings, setting goals and evaluating team members using the EOS structure. The Vice President will work with Human Resources to ensure staffing needs are met.

Volunteer Management: The Vice President is responsible for partnering with the Volunteer department to ensure that construction staff are well trained in management of volunteers as the front line of contact for the organization. Additionally, the Vice President will work with the Volunteer & Events department to accommodate volunteer events on the build sites.

Required Education and Experience:
- Minimum of 10 years construction experience
- Minimum of 5 years management experience
- Must be a licensed Residential Contractor in the state of Florida or willing to obtain a General Contractor or Residential License within 6 months of hire
- Must possess valid Florida Driver's License and have access to reliable transportation to perform job duties and meet organization’s drivers’ guidelines
- Working knowledge of LEED, FGBC and OSHA standards and requirements
- Well-developed knowledge of one or more planning disciplines such as - urban design, affordable housing, economic development or land use
- Knowledge of various construction methods including single and multi-family construction
- Strong project and time management skills
- Working knowledge of cloud-based project management software
- Must possess strong communication (oral/written)
- Must be a strategic thinker with ability to create big picture plans
- Must be a self-starter with the ability to work both independently and with teams
- Must possess a strong knowledge of technology with the ability to leverage technology to improve operations and communications
- Should be a strong leader with the ability to develop staff and volunteers
- Must have experience managing budgets and a commitment to excellent stewardship of funds
- Must have up to date knowledge of local state and federal building codes for the regions we serve
Work Environment
This job operates in a professional office environment or at various event sites. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines. This position may require working in various weather conditions.

Physical Demands
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. This position requires extended periods of sitting and standing. The employee must also occasionally lift and move up to 25 pounds.

Other Duties
Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Office Location:
4116 Silver Star Rd. Orlando, FL 32808

To Apply:
Please send resumes and cover letters to employment@habitatorlandoosceola.org
All resumes will be reviewed upon receipt.

HGO&O is an equal opportunity employer and seeks to employ and assign the best qualified personnel for all our positions in a manner that does not unlawfully discriminate against any person because of race, color, religion, gender, marital status, age, national origin, physical or mental disability, sexual orientation, veteran/reserve national guard status, or any other status or characteristic protected by law.
Core Values
WE... leads our core values as WE are a team operating together. WE are the foundation that the core values are built upon; these values do not apply to or represent just one of us -- they apply to all of us. Only as a team will we succeed.

Deliberate
• Planful – You look forward and work not only on what is in front of you, but also what is on the horizon.
• Measured – You pay attention to the little details that make a big difference.
• Levelheaded – You do things the right way, even when it’s not the easy option.

Honorable
• Candid – You point out issues, along with possible solutions.
• Transparent – You own your mistakes and learn from them.
• Trustworthy – You do what you say you are going to do.

Nimble
• Empowered – You accept the independence and responsibility to excel.
• Creative – You integrate process improvements and innovations into project enrichment.
• Flexible – You welcome opportunities to broaden your skill set and gain new perspective.

Optimistic
• Positive – You embrace opportunities to positively elevate others.
• Fun – You work hard...but have fun doing it.
• Playful – You incorporate a spirit of adventure and playfulness into your work when appropriate.

Tenacious
• Diligent – You are mindful about the details and show care and enthusiasm for big and small projects alike.
• Dedicated – You champion perseverance in all that you do.
• Driven – You make sure that the job gets done even when there are obstacles or tight deadlines.