



Job Title: Construction Site Lead

Date: June 25, 2026

Employment Status: Hourly, Non-Exempt

Location: Various project sites within HFHMO service area (Franklin/Licking/Madison Counties)

Schedule: Tuesday-Saturday work week, with occasional flexible schedules for evenings

Reports Directly To: Construction Superintendent

About Habitat MidOhio

Habitat for Humanity-MidOhio (Habitat MidOhio), is an Ohio non-profit housing organization working to solve the affordable housing crisis in the Central Ohio region. Established in 1987, Habitat MidOhio serves the communities of Franklin, Licking, and Madison Counties.

Mission Statement: Seeking to put God’s love into action, Habitat for Humanity – MidOhio brings people together to inspire hope, build homes, empower families, and develop communities.

Position Summary:

The Construction Site Lead (internally titled Construction Project Lead) is a hands-on construction role responsible for leading day-to-day activities on the job site. This position plays a vital role in advancing Habitat MidOhio’s mission by training and leading partner families and volunteers in the direct construction of safe, simple, and well-constructed homes. With a strong focus on on-site leadership, material coordination, and quality control, the Construction Site Lead ensures tasks are completed efficiently to maintain project momentum.

This role is physically active and requires construction expertise, as well as the ability to foster a positive, productive environment for volunteers. This position will support both owner-occupied home repair projects and new build construction projects based on the needs of Habitat MidOhio.

Day to Day:

Essential Duties and Responsibilities include, but are not limited to, the following:

Construction (80%)

- To perform and oversee the daily construction activities to complete owner-occupied repair projects, and new homes projects
- Facilitate a quality experience for individual volunteers and volunteer groups onsite.
- Ensure compliance to local building codes and adhere to HFHMO building standards and plans.
- Submission of daily and weekly status reports and project plans utilizing construction management programs (currently Procore) and other Microsoft products
- Educate and train general volunteers and partner families in HFHMO construction practices and techniques
- Responsible for updating the Construction Superintendents and Logistics Manager on current build issues and requesting any needed items for efficient completion of projects.

Safety (10%)

- Follow, teach, and uphold safe building practices with volunteers on job sites according to HFHMO Safety Manual and OSHA standards
- Complete daily safety site audits and safety huddles to ensure site safety for all onsite and proper documentation.
- Maintain all safety and training requirements as dictated by the Construction Superintendents, Construction Director, and Safety Manager

Other (10%)

- Assist in special projects including Playhouse Program, wall panel building, and ‘Rock the Block’ events.
- Completion of warranty work on existing HFHMO homes/ repair projects.
- Assist with facilities maintenance at multiple HFHMO buildings.
- Perform other duties and assignments as directed by the Construction Director or Superintendents.

Position Requirements

Experience

- Must have extensive, hands-on experience in various aspects and phases of residential home construction and repairs.
- Sound construction management abilities and a minimum of three years residential construction experience in remodeling, repairs, and/or education.

Knowledge, Skills, and Abilities

- Interpersonal, planning, organizational and communication skills are requisite.
- Ability to work with diverse groups of people while coordinating multiple tasks.
- Must be willing to work closely in partnership with staff, partner families, subcontractors and volunteers.
- Must have good people skills and patience in being a teacher and facilitator.
- Working knowledge of, or ability to learn, maintaining overall construction process and schedules utilizing Microsoft products and construction management software such as Procore.
- Ability to drive HFHMO vehicles (CDL not required) and a good driving record with no greater than four points on BMV record.

Other Requirements

Work Environment and Physical Requirements

- This position will be exposed to extremes in weather (e.g., heat, cold, wind, rain, etc.).
- Position requires the ability to lift up to 50 pounds on a regular basis and will experience frequent bending, squatting, lifting, and repetitive motion.
- Position also requires regular walking on uneven ground, rocks/gravel, unlevelled footing, etc.

Compensation & Benefits

Compensation: \$45,000 to \$57,000 annually

Bonus: Eligible for discretionary bonus

We offer a comprehensive benefits package that includes:

- Health insurance (medical, vision, prescription)
- Health reimbursement arrangement (HRA)
- Dental insurance
- Generous paid time off: 8 holidays + 5 floating holidays
- 50% matching 401(k) retirement plan up to 6% of base salary
- Flexible spending accounts
- Short-term & long-term disability insurance
- Life insurance
- Monthly cell phone stipend or company cell phone
- Training & development programs
- Employee assistance program (EAP)
- And more!

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Habitat for Humanity-MidOhio is committed to building and retaining a diverse workforce. We strongly encourage qualified candidates of diverse backgrounds to apply. We believe inclusion and diverse perspectives strengthen our workplace and our community.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital status, veteran status, or any other protected characteristic under applicable federal, state, or local law.