



Job Title: Vice President of Mission Impact
Employment Status: Fulltime, Salaried, Exempt
Location: Columbus, Ohio (On-site 5 days per week)
Reports Directly To: Chief Executive Officer

Date Completed: June 8, 2026

Position Summary:

The Vice President of Mission Impact provides leadership and organization effectiveness for Habitat-MidOhio Affiliate programs and people teams central to the mission of obtaining and maintaining affordable housing. This role will oversee the execution of the organization’s development pipeline including land development, home construction, home repair, volunteer services, and family services departments. This role oversees the design, implementation, evaluation, and continuous improvement of programs and services to ensure alignment with the organization’s mission, strategic priorities, and growth objectives.

The VP of Mission Impact serves as a member of the executive leadership team working closely with senior leadership to guide company strategy, operational performance, and future growth. This role oversees three direct reports including leaders in Construction, Homeowner Service, and Volunteer Service Departments along with a dozen or more indirect reports across those programs.

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

Strategic Leadership

- Develop and implement programmatic strategies to align programs and services with organization’s mission, vision, and strategic plan.
- Identify opportunities for program growth and operational improvement.
- Support organizational change management and strategic initiatives.
- Collaborate with development, finance, and asset management teams to ensure alignment between organization goals and production.
- Serve as a member of the executive leadership team.
- Collaborate closely with the CEO and senior leadership on organizational priorities and decision-making.

Program & Operational Oversight

- Provide executive oversight of construction, volunteer, and family services program operations.
- Ensure programs operate efficiently, effectively, and in compliance with organizational standards and funding requirements.
- Develop systems and processes that improve coordination, accountability, and scalability.
- Monitor program performance, resource allocation, and operational effectiveness.
- Foster a culture of collaboration to ensure transparent communication and teamwork between departments and upward to executive leadership.
- Oversee the full project lifecycle from preconstruction planning and family application through project completion and family closings including volunteer and family engagement.

- Lead the creation of and oversee department budgets and construction WIP and forecast reports.
- Utilize data and evaluation tools to drive continuous improvement and informed decision-making.

Development & Growth

- Identify strategic opportunities for organizational growth, housing development, and community impact.
- Support long-range planning related to land acquisition, development initiatives, and expansion of program services.
- Collaborate on evaluating potential development opportunities, partnerships, and community investments.

External Relations & Partnerships

- Represent the organization with community partners and public agencies.
- Support fundraising, grant development, and external reporting efforts.

Leadership & Team Development

- Supervise and support program and departmental leadership staff.
- Build high-performing teams and leadership capacity across the organization.
- Foster cross-functional collaboration and strong internal communication
- Promote organizational culture consistent with mission and core values.
- Promote a culture of learning, accountability, and measurable impact.

Position Requirements

Experience

- 10+ years of leadership experience in construction, development, or related fields
- Experience managing multi-project development pipelines.
- Ability to lead multiple departments and work with a variety of stakeholders to align towards one goal.
- Strong financial management and operational leadership skills
- Strategic mindset with the ability to operate effectively at both the executive and operational levels.
- Excellent communication, leadership, and decision-making abilities

Preferred Experience

- Experience leading inside a nonprofit developer.
- Experience managing and working with volunteers.
- Experience building and fostering external stakeholder relationships.

Work Environment and Physical Requirements

- This is an on-site position based in Columbus, Ohio, working five days per week.
- Occasional evening and weekend hours are required.
- The role is a mixed in-office and in-the-field with regular use of standard office equipment.
- Occasional local travel to work locations required.

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.

Compensation & Benefits

Compensation: \$95,000-\$130,000 annually (placement expected not to exceed \$110,000)

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% match 401(k) retirement plan up to 6% of base salary.
- Flexible spending accounts
- Short-term & long-term disability insurance
- Life insurance
- Employee assistance program
- And more!

Habitat for Humanity–MidOhio is committed to building homes, communities, and hope. The Vice President of Mission Impact will play a critical role in shaping the future growth in the overall mission of Habitat for Humanity-MidOhio.