



Position Title: Construction Project Lead

Employment Status: Hourly, Non Exempt

Reports to: Construction Superintendent

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

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.

Vision Statement: A world where everyone has a decent place to live.

Habitat MidOhio's North Star: *We are a leader in connecting people to opportunity and hope through obtaining and maintaining affordable housing.*

About the Role:

The Construction Project Lead plays an essential role in advancing Habitat Mid-Ohio's mission by overseeing the day to day, on-site execution of new builds, renovations and repair projects. This position is responsible for guiding Crew Leads, Partner Families and volunteers through safe, high-quality construction practices, ensuring projects are completed efficiently and in alignment with organizational standards. With a focus on on-site leadership, task coordination, material management, and quality control, the Construction Project Lead also performs hands-on building tasks as needed to maintain project momentum. This role reports directly to the Construction Superintendent and is essential to delivering safe, simple, and well-constructed housing to our community.

Day to Day:

Essential Duties and Responsibilities include the following; other duties may be assigned

Construction (80%)

- Oversee and execute daily construction activities across new builds, renovations, and home repair projects
- Educate, train, and lead volunteers, partner families, and Crew Leads on Habitat MidOhio construction techniques and safety practices while balancing the need to provide a positive and productive experience through on-site leadership
- Ensure compliance to local building codes, Habitat MidOhio's construction standards and project plans
- Submit daily and weekly updates using Construction Management software to track project status and upcoming needs
- Maintain consistent communication with the Construction Superintendent and Logistics Manager on any build issues, resource needs and matters impacting timelines.
- Perform quality assurance checks throughout the build process to ensure excellence in craftsmanship and overall project integrity

Safety (10%)

- Follow, teach, and uphold safe building practices with volunteers on job sites according to Mid-Ohio's 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 directed by the Construction Superintendent, Construction Director and Safety Manager

Other (10%)

- Assist in special projects, building activities and events as needed.
- Complete warranty work and facilities maintenance on homes, buildings and projects within the affiliate.
- Performs other duties and assignments as directed by the Construction Director or Repair Superintendent

Job Requirements:

- Must have extensive, hands-on experience in various aspects and phases of residential home construction, remodeling & minor repairs
- Sound construction management abilities and a minimum of three years residential construction experience in remodeling, repairs, and/or education
- 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 maintaining overall construction process and schedules utilizing Microsoft products and construction management software such as Procore
- 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.
- This position will be exposed to extremes in weather (e.g., heat, cold, wind, rain, etc.)
- Ability to drive HFHMO vehicles (CDL not required) and a good driving record with no greater than four points on BMV record
- This position is a Tuesday-Saturday work week with occasional flexible schedules for evenings

Why Habitat MidOhio?

At Habitat for Humanity MidOhio, we believe in building more than homes - we build communities, partnerships, and hope. You'll join a team that's passionate, purpose-driven, and rooted in service. Here, your work directly impacts lives and helps build a more just, compassionate future.

Compensation & Benefits

- Salary range: \$45,000 to \$57,000 annually + discretionary bonus opportunity
- Paid Time Off program + paid holidays
- Health Care Plan (Medical, Dental & Vision) – a generous portion is paid by Habitat MidOhio
- \$2,500 annual employer-funded Health Reimbursement Arrangement (HRA) account
- Company Paid Life Insurance and Short- and Long-Term Disability
- 401(k) enrollment upon 6 mos. of employment: 50% employer match up to 6% of salary
- Monthly cell phone stipend or company cell phone
- Training & development programs
- Employee Assistance Program (EAP)