



Vice President of People and Culture

Organization: Habitat for Humanity–MidOhio

Location: Columbus, Ohio

Schedule: On-site, 5 days per week; occasional evening and weekend hours

Status: Full-Time, Exempt

Reports to: Chief Advancement and People Officer

About Habitat for Humanity–MidOhio

MidOhio brings people together to inspire hope, build homes, empower families, and develop communities. We envision a world where everyone has a decent place to live.

Our Core Values guide how we work and lead:

- **Inclusive Teamwork**
- **Ownership-Based Accountability**
- **Trust-Based Stewardship**
- **Transparent Communication**
- **Service to Others**

Position Overview

Habitat for Humanity–MidOhio is seeking a dynamic and strategic **Vice President of People and Culture** to lead and build a high-impact people function serving approximately 80 associates across office, construction, and ReStore operations.

As a key member of the **Senior Leadership Team** and a trusted advisor to the **Executive Leadership Team**, this role is both strategic and hands-on. The Vice President will develop and execute a comprehensive People Strategy that strengthens organizational culture, builds leadership capacity, advances associate engagement, and ensures operational excellence across all human resources functions — all aligned with our mission, vision, and core values.

This leader will be responsible for building the People and Culture team, including hiring and supervising one full-time team member (one direct report total). The role also oversees and manages the organization’s **EVO (Equity, Voice, Opportunity) Committee**, advancing associates’ sense of belonging and ensuring Habitat MidOhio’s culture reflects its mission and values.

Key Responsibilities

Strategic Leadership

- Develop and implement a comprehensive People Strategy aligned with Habitat MidOhio’s growth, mission, vision, and values.

- Serve as the organization’s primary authority on all HR operations and people systems.
- Advise senior leaders on talent strategy, culture, workforce planning, people development, and organizational effectiveness.
- Partner with leadership to cultivate a people-centered, results-driven culture grounded in trust, accountability, and service.

Human Resources & Operations

- Lead and execute all core HR functions, including recruitment, onboarding, benefits administration, payroll oversight, performance management, employee relations, and compliance.
- Ensure compliance with federal, state, and local employment laws and best practices.
- Analyze compensation and benefits trends and recommend competitive, mission-aligned programs.
- Lead employee investigations, disciplinary processes, conflict resolution, and sensitive personnel matters.
- Support health and safety initiatives in partnership with operational leaders.

People Development & Engagement

- Design and implement leadership development and learning programs that build internal capacity.
- Develop systems that enhance engagement, retention, and associate experience.
- Coach and advise leaders at all levels on performance management, feedback, and team effectiveness.

Equity, Voice, Opportunity (EVO) Leadership

- Steward and guide the Equity, Voice, and Opportunity Committee to advance belonging and organizational culture.
- Integrate Equity, Voice, and Opportunity principles into talent systems, policies, and leadership practices.
- Ensure transparent communication and accountability around EVO priorities.

Team Leadership

- Build and lead the People and Culture function, including hiring and supervising one full-time team member.
- Establish scalable systems and processes that support a growing organization.

Required Knowledge, Skills, and Experience

- Comprehensive knowledge of human resources management, policy development, and organizational systems.
- Demonstrated experience advising senior leaders and influencing across all levels of an organization.
- Proven ability to lead both strategically and operationally in a complex environment.
- Strong coaching skills and experience managing sensitive employee relations matters.
- Ability to design and improve systems that foster trust, transparency, and performance.

- Knowledge of EVO (Equity, Voice, Opportunity) principles and how they integrate into organizational culture and systems.

Preferred Experience

- Experience leading HR within nonprofit, construction, retail, or mission-driven environments.
- Bachelor's or advanced degree in HR, Business Administration, or related field.
- SHRM-SCP, SPHR, or equivalent certification.

Work Environment

- 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 primarily sedentary with regular use of standard office equipment.
- Occasional local travel to Habitat MidOhio locations required.

Compensation & Benefits

Compensation: \$95,000 – \$130,000 (placement expected not to exceed \$115,000)

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% matching 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 People and Culture will play a critical role in shaping the associate experience and ensuring the organization's culture fully reflects our mission, vision, and core values for years to come.