



Job Title: VP of Operations

Department: ReStore

Full/Part Time: Full-Time, Salaried

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.

Role Description

We are seeking a dynamic and strategic Associate Director of Operations to lead and optimize our organizational processes, drive operational excellence, and support sustainable business growth. In this pivotal role, you will collaborate closely with senior leadership to develop and implement strategic plans, oversee day-to-day operations, and foster a culture of continuous improvement. Your leadership will ensure that all operational activities align with our mission to deliver exceptional value to our stakeholders while maintaining efficiency, quality, and compliance.

Qualifications

- Lead the day to day operations of all store locations including store operations, merchandising, hiring, training and development of team members.
- Drive results in all store locations by ensuring a high level of execution within stores. Measurables include revenue, contribution, gross margin and customer service.
- Drive process improvement initiatives by analyzing workflows, identifying bottlenecks, and implementing innovative solutions to enhance productivity.
- Collaborate with senior leadership on business development strategies to expand market presence and identify new opportunities.
- Implement robust project management practices to ensure timely delivery of initiatives within scope and budget.
- Work closely with both ReStore administrative and store staff to provide quality experiences for individual and group volunteers.

- Foster a culture of leadership, accountability, and continuous learning across teams to promote operational excellence.

Requirements

- Proven management experience in a senior operations or leadership role within a fast-paced environment.
- Strong strategic planning skills with the ability to translate vision into actionable plans.
- Demonstrated success in leading cross-functional teams and managing large-scale projects.
- Expertise in business development strategies that drive growth and market expansion.
- Exceptional leadership qualities with the ability to motivate teams, influence stakeholders, and foster collaboration.

Join us if you're ready to make a significant impact by steering operational strategies that propel our organization forward!

Compensation & Benefits

Salary range: \$60,000 - \$70,000 annually + discretionary bonus opportunity

Paid Time Off program + paid holidays + floating 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

Paid parental leave

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)

Equal Opportunity Employer

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 the inclusion and amplification of our differences create a more effective workplace and a more compassionate world.

All qualified applicants will receive consideration for employment without regard to national origin, race, color, religion, age, sex, sexual orientation, marital status, individuals with disabilities, and equally to disabled veterans and veterans of the Vietnam Era.