



EXECUTIVE PROFILE

Chief Executive Officer

Habitat for Humanity Heartland Ontario

A Leadership Opportunity to Build What Comes Next

A home is a foundation for independence, stability and possibility. As Chief Executive Officer of Habitat for Humanity Heartland Ontario, you will help bring that opportunity to more individuals and families, uniting people and resources to build homes, communities and hope.

Working with the Board and a committed team, you will build on the strategic planning underway to help shape the organization's evolving priorities. The opportunity is to strengthen Habitat's foundations, bring people together around shared priorities and explore thoughtful ways to extend its reach. This is a role for a visible, grounded and forward-looking leader who can inspire confidence, build trusted partnerships and turn ambition into action, keeping Habitat's purpose at the heart of what comes next. You will lead a distinctly regional organization while also contributing to, learning from and collaborating across the broader Habitat network.

About Habitat for Humanity Heartland Ontario

Habitat for Humanity Heartland Ontario builds more than homes. Since 1993, they have helped individuals and families across six Southwestern Ontario counties build strength, stability and independence through affordable homeownership. As part of the broader Habitat for Humanity movement in Canada and internationally, Habitat for Humanity Heartland Ontario combines strong local roots with connection to a much larger network united by a shared commitment to housing and stronger communities.

Donors, volunteers, corporate partners and local organizations bring that purpose to life, turning community support into homes and hope.

As a non-profit home builder, Habitat opens a path to ownership for people who would not otherwise qualify for traditional mortgages, helping them build equity and a more secure future.

Its five ReStores in Brantford, London, St. Thomas, Stratford and Woodstock give everyday purchases and donations a bigger purpose. This retail social enterprise resells quality new and gently used furniture, appliances, home decor and renovation materials, supporting local housing efforts while keeping usable goods out of landfills.

1993

Helping individuals and families since

6

Southwestern Ontario counties

5

ReStores across the region



Mission, Purpose and Values

OUR MISSION

We envision a world where everyone has a safe and decent place to live.

WHAT WE DO

We bring people together to build homes, communities and hope.

Our Values

Seven core values guide our mission and work:



Housing for All



Human Dignity



**Strengthening
Communities**



**Family
Engagement**



Partnership



Inclusion



Accountability



The Role at a Glance

Reporting to the Board of Directors, the Chief Executive Officer provides strategic, financial and operational leadership to Habitat for Humanity Heartland Ontario. In partnership with the Board, senior leadership team, employees, volunteers, partner families and external stakeholders, the CEO advances the mission while strengthening the organization's long-term stability, credibility and impact.

Visible and accessible across London, St. Thomas, Stratford, Woodstock, Brantford and surrounding communities, the CEO will pair strategic vision with focused execution, help shape the organization's future direction and build trusted relationships within Habitat and throughout the region.

BE VISIBLE AND ACCESSIBLE ACROSS

London

St. Thomas

Stratford

Woodstock

Brantford

and surrounding communities



REPORTS TO

**Board of
Directors**

Core Responsibilities

Strategic Leadership and Organizational Direction

- Set and communicate a compelling strategy with the Board and senior leadership team.
- Translate the strategic plan into annual operating, financial, capital and organizational priorities.
- Guide financially sound, mission-aligned growth that responds to community needs.
- Assess opportunities for new initiatives that align with Habitat's mission and expand its community impact, including homebuilding, critical repairs, education and related community services.
- Anticipate and respond to developments in affordable housing, community development and the charitable sector.
- Use meaningful performance measures and reliable information to guide decisions and adapt programs.

Board Partnership and Governance

- Build an open Board partnership with clear governance and operational boundaries.
- Provide timely information and advice on strategy, policy, risk, performance and emerging issues.
- Communicate regularly with the Board Chair and serve on committees ex officio, as appropriate.
- Support the Board in fulfilling its governance responsibilities and continuing to strengthen its effectiveness, including its evolution toward a strategic, generative and coaching-focused governance model.

Community Leadership and Stakeholder Relationships

- Represent Habitat publicly and through community engagement opportunities that advance its mission, relationships and profile.
- Act as a thoughtful steward of the Habitat brand, protecting its reputation and ensuring the organization's actions and external relationships reflect its mission, values and commitments.
- Maintain a visible, approachable regional presence, responsive to distinct local needs, and strengthen Habitat's profile as a trusted leader on affordable housing.
- Build partnerships with municipalities, housing organizations, developers, builders, community groups, financial institutions, funders, donors, volunteers and faith communities.
- Translate Habitat's trusted brand and partnerships into support for housing and related initiatives.
- Build strong relationships across the Habitat for Humanity movement, sharing knowledge, resources and opportunities with Habitat for Humanity Canada, Habitat for Humanity International and other affiliates.

Core Responsibilities

Fund Development and Communications

- Cultivate strong relationships with donors, funders, sponsors and community partners, playing an active role in advancing Habitat's philanthropic efforts and building sustainable support for its mission, including participating directly in solicitations where appropriate.
- Develop sustainable funding and revenue strategies to meet needs, enable growth and reduce financial vulnerability.
- Oversee cohesive communications that convey Habitat's mission, programs and impact clearly and credibly.

People, Culture and Organizational Leadership

- Provide visible, values-based leadership that builds confidence and sustains trust.
- Partner with the senior team to build on collective strengths, advance shared priorities and foster mutual accountability.
- Foster openness, collaboration, respect and positive morale, with safe, productive environments for employees and volunteers.
- Communicate priorities and decisions transparently, seek input and build commitment through change.
- Empower leaders and employees to make sound decisions within clear responsibilities.
- Build future capacity through leadership development, succession planning and recruitment aligned with emerging skill needs.

Financial Stewardship, Risk and Operational Effectiveness

- Protect financial health through sound oversight and internal controls.
- Lead budgeting, capital and long-term financial planning, with clear financial and operational reporting to the Board.
- Identify and mitigate material financial, operational, reputational and organizational risks.
- Oversee quality, effectiveness and continuous improvement across programs, services and ReStores.
- Ensure compliance with legal, regulatory, contractual and organizational requirements.
- Strengthen systems, technology and processes for coordinated, sustainable operations.
- Plan for land needs, housing initiatives and organizational growth.

Qualifications and Experience

The ideal candidate will bring:

- ✓ Graduate education in a relevant field, or equivalent education and senior executive experience; a master's or other relevant advanced qualification is an asset.
- ✓ Progressive senior leadership experience navigating comparable operational, financial and stakeholder complexity.
- ✓ A record of moving an organization or major business unit forward through change, renewal, stabilization or growth.
- ✓ Sound business judgement and financial acumen across budgeting, controls, risk and long-term planning.
- ✓ Exposure to non-profit, charitable, housing, community services, social enterprise or other mission-driven work is an asset.
- ✓ A track record of effective Board partnerships, grounded in sound governance knowledge.
- ✓ The ability to bring government, community, industry and non-profit leaders together in productive relationships.
- ✓ Experience developing partnerships with municipalities, housing organizations, developers, builders, funders or community associations is beneficial.
- ✓ Success generating support and revenue through fundraising, donor relations, sponsorship, business development or diversification.
- ✓ Skill in leading multidisciplinary teams and helping senior leaders thrive around shared goals.
- ✓ Humility and curiosity to leadership, listening openly, valuing different perspectives and demonstrating a genuine willingness to learn.
- ✓ Knowledge of affordable housing, land acquisition, construction, social enterprise or ReStores is helpful, not essential; strong transferable leadership and operational credentials matter.

Personal Qualities



Mission-driven and genuinely committed to Habitat's purpose, employees and communities.



Exceptional written, verbal and interpersonal communication skills, with the ability to communicate complex matters clearly, adapt messages to different audiences and engage in open, candid dialogue.



Collaborative and committed to bringing people together around shared goals and priorities.



Skilled at empowering others, building buy-in and establishing shared accountability.



Visible, approachable and present across the organization and region.



Positive, steady and resilient.



Comfortable working in a complex, evolving and sometimes ambiguous environment.



Prepared to make a sustained commitment to Habitat for Humanity Heartland Ontario and its regional mission.

One Team. One Purpose. One Community.

We are one team, united by a shared purpose: to build affordable homeownership and stronger communities, together.



We put safety first.

We protect physical, psychological, and emotional well-being. We speak up about risks, look out for one another, and show up alert, prepared, and ready to work safely, every day.



We build trust.

We act with honesty, integrity, and authenticity. We follow through on commitments, communicate early when things change, and show up when we say we will.



We treat everyone with respect.

Every voice matters. We listen, communicate openly, and show up with professionalism and care, even in tough conversations.



We work as one team.

We collaborate and support one another. We show up for our teammates, step in when help is needed, and succeed together.



We hold ourselves accountable.

We take ownership of our actions and outcomes. We show up prepared, do what we say we will do, learn from mistakes, and improve.



We bring a positive, committed attitude.

We bring purpose, energy, and care. We show up engaged, solution-focused, and committed to creating a supportive, inclusive, and FUN place to work.

This is the Heartland way. Together, we build more than homes, we build community.

Compensation & Benefits



Competitive salary

**\$115,000 to \$130,000
annually**



Comprehensive benefits

Comprehensive benefits package
including an RRSP contribution program.



Hybrid work arrangement

A hybrid work arrangement that balances
flexibility with operational needs and a
visible leadership presence across
Habitat's locations and communities.



Meaningful, visible change

Opportunity to lead meaningful, visible
change across the region.

Work Location and Travel



The position is onsite, with some flexibility for hybrid work based on sound
judgment and organizational needs.

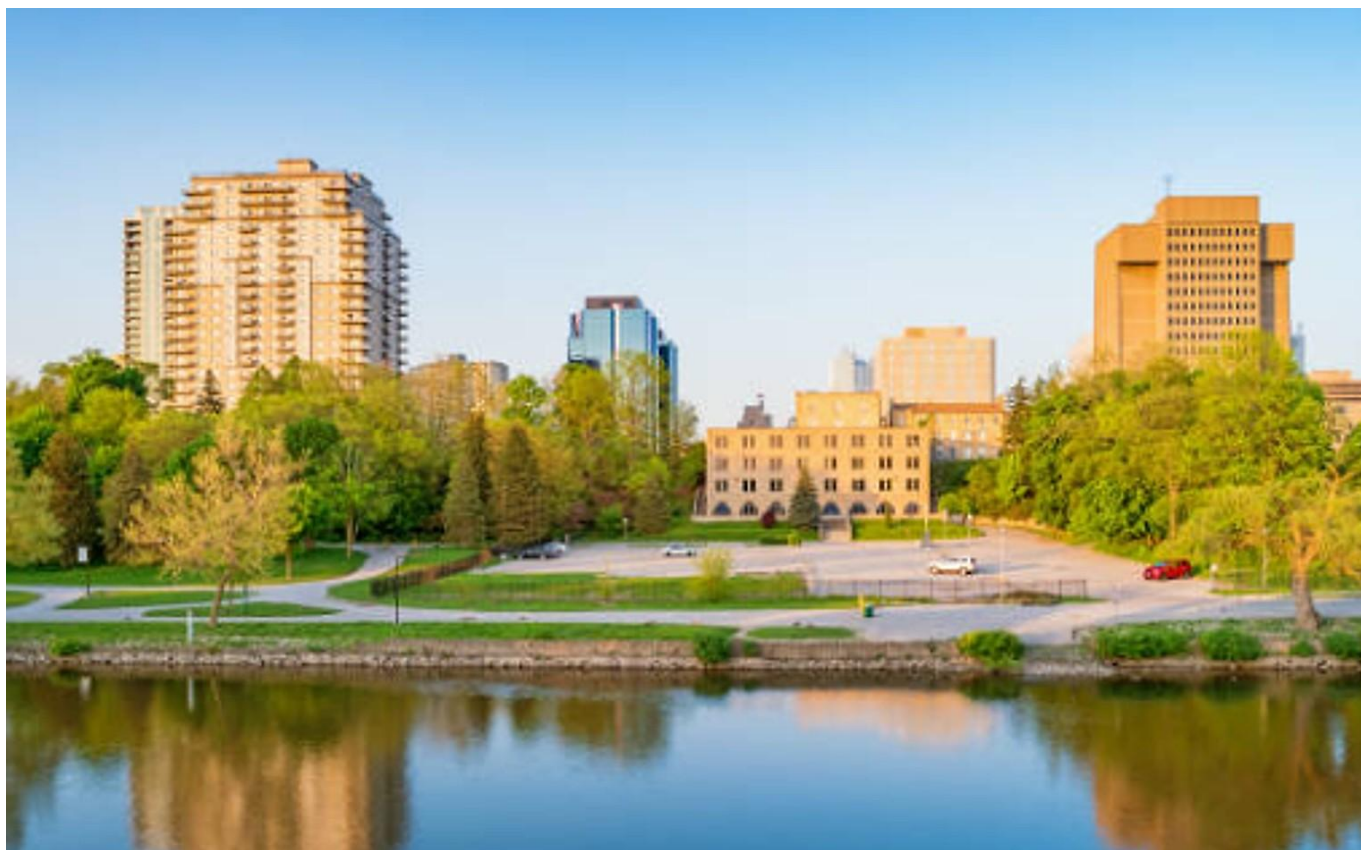


Regular travel throughout the organization's catchment area is required, including
visits to its five ReStores.

Living & Working in Southwestern Ontario

Southwestern Ontario offers an appealing balance of vibrant communities, natural beauty and cultural experiences. With access to the Great Lakes, extensive outdoor recreation, productive farmland and a growing culinary scene, the region offers a quality of life that is both varied and accessible. Communities such as London, Stratford, St. Thomas, Woodstock and Brantford each bring their own character, with a mix of arts, recreation, dining and community life.

The region also offers a strong environment for executives looking to build meaningful professional and community connections. Its network of established and growing communities provides opportunities to engage with business, government, non-profit and community leaders across the region, while maintaining the accessibility and sense of connection often associated with smaller urban centres.



How to Apply

If this opportunity aligns with your leadership aspirations, we welcome the opportunity to connect with you!

Please send your cover letter and resume to recruiting@ahria.ca with “CEO Habitat for Humanity” in the subject line.

Habitat for Humanity Heartland Ontario is an equal opportunity employer. We welcome and encourage applications from candidates of all backgrounds. Accommodation is available upon request for candidates taking part in all aspects of the selection process. For accommodation requests, please contact recruiting@ahria.ca.

Ahria Consulting does not use artificial intelligence to screen, assess or select applicants.

If you have additional questions about the role, please contact:

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