



Twin Cities
Habitat
for Humanity[®]

Chief Real Estate Officer

POSITION PROFILE

On behalf of our client Twin Cities Habitat for Humanity, CohenTaylor Executive Search Services is conducting a retained executive search for its next Chief Real Estate Officer.

The Organization

Twin Cities Habitat for Humanity brings people together to create, preserve, and promote affordable homeownership and advance racial equity in housing. The positive impact ripples across neighborhoods and generations: homeownership leads to improvements in health, education, racial equity, wealth building, and community vitality.

Since 1985, more than 1,700 families have become homeowners through Twin Cities Habitat. Thousands more have partnered to preserve homeownership or improve financial wellness.

An affiliate of Habitat for Humanity International, Twin Cities Habitat is one of the largest affiliates in the nation and is on the leading edge of program development, innovation, and fundraising. It operates throughout the seven-county metro area and has deep partnerships in Minneapolis and St. Paul.

Twin Cities Habitat's headquarters have been located in the Midway area of St. Paul since 2014. The organization has an operating budget of approximately \$40M, employs about 150 employees (and 14 AmeriCorps stipend volunteers), and engages 10,000+ volunteers annually.

As of 2023, Twin Cities Habitat for Humanity is two years into its [Build Forward Together](#) strategic plan designed to expand homeownership opportunities, advance racial equity, and engage the community to strengthen its foundation. Twin Cities Habitat is building on the success of its last strategic plan and comprehensive campaign and rallying its neighbors to create a more vibrant, equitable Twin Cities community.

Twin Cities Habitat for Humanity is aware of how historical housing policies created Minnesota's racial gap in homeownership—particularly for Black households who have been the primary targets of racist housing policies. Through its strategic plan, Twin Cities Habitat will **build forward together** to build more homes, deliver stronger financial coaching, tear down barriers to homeownership, and engage its community every step of the way.

MISSION

Bring people together to create, preserve, and promote affordable homeownership and advance racial equity in housing.

VISION

An equitable Twin Cities region where all families have access to the transformational power of homeownership.

VALUES

Rooted in faith and community

Inspired by hope

Committed to anti-racism

Driven to innovate



Priority Areas

CREATE HOMEOWNERSHIP

Twin Cities Habitat works to build homes, provide affordable mortgages for families to buy homes, and set families up for success with coaching, training, and long-term support.

PRESERVE HOMEOWNERSHIP

To stabilize and preserve homeownership, Twin Cities Habitat offers *A Brush with Kindness* paint and home repair program, foreclosure counseling, and post-purchase support.

COLLABORATE

Twin Cities Habitat engages community members and bolsters quality of life through volunteerism, collective action, and mutually beneficial partnerships.

ADVOCATE

At the local, state, and federal levels, Twin Cities Habitat raises its voice for public investment and good housing policies across the housing continuum.

CONNECT

Twin Cities Habitat engages Habitat for Humanity partners around the world through financial support and Global Engagement volunteer trips.

RESTORE

Twin Cities Habitat operates two ReStore Home Improvement Outlets, generating revenue from donated home furnishings, furniture, and building supplies.



FAST FACTS

From July 2022 to June 2023, Twin Cities Habitat employed

- 133 full-time staff
- 8 part-time staff
- 14 AmeriCorps members

ReStore Home Improvement Outlets achieved

- \$3.6M in retail sales
- 19,105 donations
- 4.6 million lbs of material kept out of landfills

Within the Homeownership Program,

- 104 households bought stable, affordable homes
- 78% of homebuyers were families of color
- Average homebuyer family size was 4 people
- Average homebuyer income was \$65,600

Over the past year TCHFH's home building business saw

- 45 active build sites
- an average of 25 properties landbanked
- early development of 140 units at The Heights

For more information about Twin Cities Habitat for Humanity's work, impact, and values, visit tchabitat.org.

Commitment to Diversity, Equity, and Inclusion

Twin Cities Habitat for Humanity strives for a diversity of thought across its organization. The organization is committed to cultivating and preserving staff who reflect the Twin Cities metro area and hopes to attract candidates who broaden its diversity of race, gender, sexual orientation, age, ethnicity, religion, cultural experiences, skills, and community representation. Twin Cities Habitat believes that the inclusion and amplification of differences creates a more effective workplace and a more compassionate world.

Twin Cities Habitat works to accomplish its diversity and inclusion goals, in part, through

1. A commitment to transparency by providing clear expectations to all applicants.
2. The promotion of hiring practices that embed and integrate equity and remove unnecessary barriers to employment.
3. The adoption of a developmental model and tool that identifies and addresses the presence of implicit biases in organizational processes.
4. The intentional and ongoing commitment and investment to build intercultural competency within cohorts of leadership, hiring managers, and staff.
5. Active partnerships with local organizations to address larger themes regarding equitable access to employment.
6. Observance of fair hiring practices and reporting, in accordance with equal opportunity employment regulations and [organizational values](#).



The Role

As the largest non-profit homeownership organization in Twin Cities region, Twin Cities Habitat is looking for a dynamic, innovative leader to guide the organization as it works to advance racial equity in housing.

Twin Cities Habitat for Humanity seeks a full-time Chief Real Estate Officer (CREO) to guide the organization forward and to manage all aspects of home creation and home preservation work including land development, construction, material handling, project based public funding, and on-site volunteer construction coordination.

As a key member of the Executive Leadership Team (ELT), the CREO identifies and builds strong relationships with peer organizations, funders, and advocates to maximize impact in the Twin Cities community.

REPORTING RELATIONSHIPS

This position reports to the President & CEO and serves as a member of the Executive Leadership Team.

The CREO has 5 direct reports and a total team of roughly 50 staff. Direct reports to this role currently include the following:

- VP of Field Operations
- Land Development Director
- Rehab Program Manager
- Public Funding Manager
- A Brush with Kindness Program Manager

KEY RESPONSIBILITIES

Strategic Leadership

- Influence both long-term and short-term policy, strategic decisions, and operational efficiency; and lead large-scale developments new to TCHFH.
- As an outward facing member of leadership, develop relationships with governmental agencies, public funders and private companies to create ongoing land development opportunities.
- Represent TCHFH's interests in neighborhood groups, panels, governmental meetings, media events, etc.
- Work with internal and external stakeholders on feasibility of alternative development types including vertical construction, mixed use, small multi-unit, etc.
- Provide support, training, and consultation to Board of Directors as appropriate.

Home Building Leadership

- Provide leadership to Twin Cities Habitat’s homebuilding and public funding teams.
- Manage TCHFH Homebuilding, Home Preservation and Acquisition Rehab, and Land Acquisition departments, including development, use, and on-going continuous improvement of guidelines, policies, procedures and best practices for all projects.
- Provide oversight for the land acquisition process: determine needs, evaluate appropriate pricing, review potential purchases and donations, supervise the due diligence process, and approve or reject land for acquisition.
- Represent affiliate in joint ventures with developers and other stakeholders.
- Develop and oversee the organization’s construction budget, approve expenditures, monitor and analyze project costs, and manage all contracts.

Community Outreach and Engagement

- Develop and maintain strategic external partnerships with colleagues, community members and leaders, businesses, neighborhood partners, government agencies, and other key decision makers to further TCHFH’s mission and overall impact.
- Refine approach to community outreach efforts and relationship building.
- Represent TCHFH on select external committees and partnerships across the Twin Cities and at select public speaking engagements.

Advocacy and Public Policy

- Identify and act on opportunities to expand TCHFH’s public funding opportunities with appropriate team members.
- Partner with Government Affairs team to monitor political environment and identify opportunities to advance local policies that benefit TCHFH and the community.



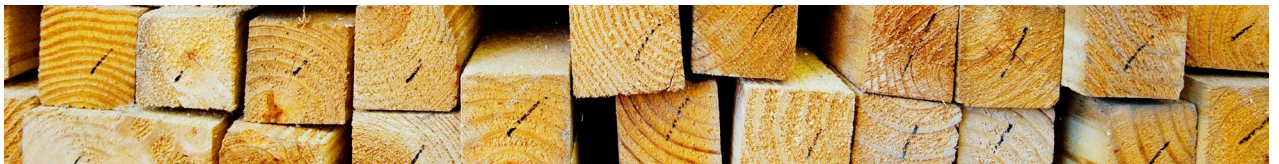
The Ideal Candidate

The ideal candidate for this Chief Real Estate Officer role is an innovative and highly relational leader with a deep passion for the mission of Twin Cities Habitat for Humanity. They will be knowledgeable and experienced at leading and building strong teams and enhancing organizational culture.

While no one candidate will have all the criteria enumerated below, the ideal candidate will possess the following professional and personal abilities and attributes.

A leader who is:

- **Passionate about the TCHFH Mission** of creating a Twin Cities region where all families have access to the transformational power of homeownership.
- Experienced in **affordable housing, real estate development, land acquisition and / or construction.**
- Experienced and **knowledgeable with complex real estate including financial tools.**
- **Inter-culturally competent:** committed to equity and able to lead culture change while building inclusion and engagement across organization.
- A strong developer of teams: **equipped to lead staff through change**, as well as attracting and developing talent while motivating and inspire teams.
- Highly collaborative: able and willing to engage the appropriate internal and external stakeholders. **Equipped to build bridges throughout the larger TCHFH organization.**
- **Knowledgeable about key stakeholders, partners, potential funders, and contractors** in the field.
- Financially Astute: **equipped to manage complex financial models and funding streams** to ensure long-term financial viability.
- A **strategic thinker:** able to think outside the box, look ahead and around the corner, and a forward thinker in the field.
- **Skilled in operational excellence:** someone with the skills to evaluate and optimize current processes.
- An external spokesperson: **capable of representing TCHFH in the marketplace.**



MINIMUM QUALIFICATIONS

- Bachelor's degree or an equivalent combination of training and experience related to the duties of this position required. Master's degree a plus.
- Ten or more years' experience in project management, residential building construction or real estate development or land acquisition.
- At least 5 years engagement and participation in programs advancing equity, inclusion, and anti-racism initiatives within organizational settings. Demonstrated ability to communicate and lead effectively within diverse settings.

The expected salary for this role is in the \$180,000 - \$240,000 range, commensurate with experience and qualifications.

**For more information,
or to send your resume and cover letter,
please email
TCHFH@cohentaylor.com.**

All inquiries will remain confidential.

Twin Cities Habitat for Humanity is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their age, race, color, religion, creed, sex, sexual orientation, gender identity, genetic information, national origin, marital status, status with regard to public assistance, membership in a local human rights commission, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

Twin Cities Habitat's policy applies to all terms and conditions of employment. To achieve our goal of equal opportunity, we maintain an affirmative action program through which we take good faith efforts to recruit, hire and advance in employment qualified minorities, women, persons with disabilities, Vietnam era veterans, and other protected veterans.