



Vice President of Programs

Greater Birmingham Habitat for Humanity

Salary Range: \$75,000 – \$95,000 annually; commensurate with experience

About Greater Birmingham Habitat for Humanity

Greater Birmingham Habitat for Humanity partners with families, volunteers, donors, and community stakeholders to build strength, stability, and self-reliance through affordable homeownership and housing programs. As one of the leading affordable housing organizations in the region, GBHFH is committed to creating lasting community impact and helping families achieve safe, stable housing.

Position Overview

The Vice President of Programs is a key member of the senior leadership team responsible for the strategic direction, oversight, and continuous improvement of Greater Birmingham Habitat for Humanity's housing and family-centered programs. This position leads Family Services, Homeownership Programs, Home Repair Programs, Rental Programs, HUD-funded initiatives, grant compliance processes, and homeowner support services while ensuring operational excellence, regulatory compliance, and measurable community impact.

Key Responsibilities

- Provide leadership and oversight for Family Services, Homeownership, Home Repair, Rental Programs, and Continuing Homeowner Support Services.
- Supervise, mentor, and develop program staff while fostering a collaborative and mission-driven culture.
- Ensure compliance with HUD, federal, state, local, and private grant requirements.
- Oversee program data collection, reporting, quality control, and performance measurement.
- Develop and improve policies, procedures, and workflows to increase efficiency and effectiveness.
- Monitor program outcomes and implement quality assurance measures.
- Manage program budgets and resources in partnership with the Finance Department.
- Represent the organization with community partners, funders, government agencies, and stakeholders.

Please note that this list is not exhaustive. The Vice President of Programs may need to perform other duties as assigned or requested in support of the mission and objectives of Greater Birmingham Habitat for Humanity.

Qualifications

- Bachelor's degree in Public Administration, Social Work, Nonprofit Management, Business Administration, or related field required; Master's degree preferred.
- Five (5) or more years of progressive management experience in nonprofit, housing, community development, government, or related programs.
- Experience managing federally funded programs and grant compliance requirements.
- Experience supervising staff and leading cross-functional teams.
- Strong understanding of HUD and affordable housing programs preferred.
- Demonstrated experience with data management, reporting systems, and program evaluation.
- Excellent communication, organizational, and problem-solving skills.
- Expertise in Microsoft Office programs, with demonstrated proficiency in Excel and Word.
- Ability to manage multiple priorities in a fast-paced environment.
- Commitment to Habitat for Humanity's mission and values.

Benefits

- Health, Dental, and Vision Insurance
- 403(b) Retirement Plan with up to 6% employer match
- Group Life Insurance and Long-Term Disability Benefits
- Paid Time Off with immediate accrual
- Paid Sick Leave
- Two Personal Days annually
- Paid Holidays
- Bi-weekly payroll schedule

Why Join GBHFH?

This is an opportunity to help shape the future of affordable housing in Greater Birmingham. The Vice President of Programs plays a critical role in improving lives, strengthening communities, and advancing the mission of Habitat for Humanity through innovative and impactful housing solutions.

Apply Today

Please email an updated resume and cover letter (in a single document) to Kaley Johnson, HR & Operations Manager at kjohnson@habitatbirmingham.org.

Greater Birmingham Habitat for Humanity is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.