



# Chief Operating Officer

Presented by Tapestry Talent, Search + Consulting  
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To apply: <https://tinyurl.com/COOHabitatDane>

## About Habitat for Humanity of Dane County

At Habitat for Humanity of Dane County (Habitat Dane), housing is more than shelter—it is the foundation for growth, dignity, and opportunity. Since 1987, Habitat Dane has partnered with over 500 families, each with their own unique story, to build homes, communities, and hope.

Habitat Dane operates across five mission-driven areas:

- Homebuilding for income-qualified families
- Strategic land acquisition and development
- Mortgage lending designed to empower—not burden
- Retail thrift through two thriving ReStores
- The vital nonprofit operations that make it all possible

With \$11.5 million in net assets, a staff of 40, and a vibrant network of volunteers and donors, Habitat Dane is preparing to **quadruple its impact** to meet the urgent housing needs in Dane County. Dane County is expected to grow from 580,000 to 887,000 residents by 2050. With the county already behind on housing starts, Habitat Dane is leaning into the opportunities ahead, thinking creatively, curiously, and optimistically to prepare to meet the housing needs of all community members.

As part of the global Habitat for Humanity movement, Habitat Dane joins hands with affiliates across the nation and world—including a partner affiliate in El Salvador—to share, learn, and build together.

What Habitat Dane offers is more than a place to work. It is a community of happy warriors committed to resilience, justice, and transformational hope.

For more information, visit: [Habitat for Humanity of Dane County](#)

## About the Position

Habitat Dane seeks a Chief Operating Officer who leads first through *character*. They will inspire trust, uplift people, and champion the belief that all humanity is worth fighting for. The COO will uphold a thriving and compassionate culture. They will support the staff to take bold steps to drive measurable growth in alignment with Habitat Dane's vision, leading multiple departments and internal operations.

The COO will be a partner to the CEO, the Board, staff, and community, working together to write the next chapter of Habitat Dane's story—a chapter defined by growth, innovation, and impact, carried out with collaboration and, yes, joy! This is a role for a **resilient optimist** who can look at the toughest challenges and see possibility. The next COO will hold space for bold growth and deep compassion. They will be a **change-maker**, with the courage to transform systems while honoring the dignity of every person they touch. The salary range for the COO full-time position is \$120,000 - \$140,000.

## What You Will Do

### Drive Mission and Growth

- Turn vision into action: expand and optimize housing, mortgage lending, ReStores, and refine administrative functions.
- Align people, resources, and systems to amplify Habitat Dane's mission and quadruple its impact.

### Inspire and Empower Operations

- Create a culture of trust, courage, and collaboration where staff and volunteers flourish.
- Mentor leaders and nurture their gifts, building a team that thrives in service to others.
- Model resilience, optimism, compassion, and humility in every decision.

### Steward with Integrity

- Ensure that resources—financial, human, and relational—are grown and used with transparency and care.
- Adapt structures and systems to support the flourishing of people and mission alike, ensuring accountability, transparency, and sustainability.
- Ensure compliance with federal, state, local, and Habitat International standards.
- Innovate while honoring the legacy of Habitat Dane's nearly 40 years of service.



## Who You Are

- You are a leader of people, not just a manager of tasks, with experience leading teams through growth and transformation.
- You believe deeply in community, equity, and the power of home.
- You are a builder of hope: resilient, optimistic, unafraid of change and taking thoughtful risks.
- You communicate with clarity, courage, and humility.
- You steward finances, systems, and operations with integrity, seeing obstacles not as barriers, but as invitations to innovate.
- You possess exceptional organizational skills for managing workflow processes.
- You are rooted in Madison or Dane County, or ready to plant yourself in Greater Madison in service of the community.
- You bring relevant experience in nonprofit, housing, retail, construction, or lending—or you can show how your unique path has prepared you to lead with excellence.
- You understand and enjoy working with a Board of Directors, committees, and building relationships with community partners.

Above all, you are someone whose character inspires others to believe in what's possible.



Habitat for Humanity of Dane County has retained Tapestry Talent, Search + Consulting to conduct the search for the new Chief Operating Officer. Applications will be accepted until the position has been filled. *Habitat for Humanity of Dane County is an Equal Opportunity/Affirmative Action Employer committed to a diverse workplace.*

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