



Opportunity Profile

Executive Search for:
Executive Director



Executive Director

LakeAgassizHabitatforHumanity
Moorhead, MN

About Lake Agassiz Habitat for Humanity

Lake Agassiz Habitat for Humanity (LAHFH) is a locally governed, nonprofit organization and an affiliate of Habitat for Humanity International, a global housing ministry dedicated to building simple, decent, and affordable homes. LAHFH is committed to serving families inclusively and from all walks of life. Founded in 1991 and based in Moorhead, Minnesota, the organization serves communities across Cass County, North Dakota and Clay County, Minnesota by partnering with families, volunteers, and community supporters to create opportunities for affordable homeownership. Guided by the belief that everyone deserves a safe and stable place to live, Lake Agassiz Habitat works to build strength, stability, and self-reliance through shelter while helping eliminate substandard housing in the region.

Through the combined efforts of volunteers, donors, local businesses, and partner families, Lake Agassiz Habitat for Humanity constructs and rehabilitates homes that are sold to qualifying families through affordable, income-based mortgages. Partner families contribute hundreds of hours of “sweat equity” during the building process and participate in homeownership education, reinforcing Habitat’s commitment to empowerment and long-term stability. Since building its first home in 1991, the organization has partnered with over 90 families and helped transform the lives of hundreds of individuals in the Fargo–Moorhead region, demonstrating the power of community collaboration to create lasting housing solutions. An integral mission component, the Lake Agassiz for Humanity ReStore, is a construction and home improvement thrift outlet store. Open to the public, all profits generated from the store support the construction of affordable homes.

About the Opportunity

Lake Agassiz Habitat for Humanity is seeking a mission-driven and strategic leader to serve as its next Executive Director. As the organization continues to grow its impact across the Fargo–Moorhead region, the Executive Director will play a critical role in advancing Habitat’s mission to expand access to safe, stable, and affordable homeownership. This leader will guide the organization’s strategic direction, strengthen relationships with community partners and supporters, and ensure operational and financial sustainability.

The Executive Director will work closely with the Board of Directors, staff, volunteers, and community stakeholders to build upon Lake Agassiz Habitat’s strong foundation while identifying opportunities for growth and innovation. This is a unique opportunity for a collaborative and visionary leader to deepen community impact, mobilize resources, and help more families achieve the stability and opportunity that comes with affordable homeownership.

KEY RESPONSIBILITIES TO ACHIEVE SUCCESS

The Key Accountabilities for the position include but are not limited to the following:

Strategic Planning and Execution

Co-creation and execution of a clear and actionable long-term and short-term strategy to make consistent and measurable progress toward achieving the organization’s vision while exploring new and innovative solutions to effectively serve partner families.

Organizational Leadership

Develop and retain a passionate and talented team and ensure team members achieve their goals in alignment with overall organizational performance metrics, grow personally and professionally, and report high levels of trust, cohesiveness, and engagement.

Brand and Mission Ambassadorship

Increase brand awareness, engagement, and collaboration through effective messaging, community outreach, relationship-building, partnership collaboration, and purposeful calls-to-action.

Fundraising and Development

Collaborate to build the development strategy and actively fundraise to increase revenue through enhanced relationships with donors, corporate sponsors, state and federal funders, and community partners.

Financial and Operational Oversight

Ensure the organization has the proper oversight, internal controls, forecasting, and transparent reporting to maintain the fiscal health of the organization, including performance accountability for ReStore operations and efficiency.

Board Governance & Engagement

In partnership with the board chair, recruit, retain, and engage a diverse and effective Board of Directors, optimally leverage their strengths to advance the mission, and provide the transparency necessary for effective governance.

REQUIREMENTS OF THE POSITION

Education & Experience:

- Bachelor's Degree required in Non-Profit Management, Business Administration, Communications, or related field.
- 5+ years of non-profit management experience preferred
- Experience in the residential building industry is desired

Skills & Knowledge:

- Demonstrated success in strategic planning, team leadership, brand management.
- Excellent verbal and written communication, leadership, and relationship-building skills.
- Ability to thrive in a lean, collaborative, and fast-paced environment.

COMPENSATION & BENEFITS

- Competitive salary based on experience and qualifications
- Medical insurance
- 401K retirement program
- Vision, Dental, Life, and Long-Term Disability insurance available
- Paid Time Off (PTO)
- 10 Paid Holidays

THE SEARCH

Sagency, an executive search and leadership consulting firm, has been retained in the search for this Executive Director.

Sagency consultants will review and evaluate all interested parties to help the hiring team review a final group for consideration.

The search will be conducted in a professional manner and all potential candidates will be given consideration. Candidate conversations and Lake Agassiz Habitat for Humanity are equal-opportunity employers.

If after reading this Opportunity Profile, you feel that your experience, skills, and passion are a good match for the organization and this role, we would like to engage with you. Please read below for the first part of the application and selection process.

The initial steps of the application and selection process:

Step 1: Interested candidates complete the online application located at [APPLY: HFH Executive Director](#)

- Upload your resume.
- The online application will be posted until the position is filled.

Step 2: A Sagency Executive Search Consultant may schedule an initial phone call with qualified applicants.

Step 3: A Sagency Executive Search Consultant will schedule a 60-minute interview with select candidates.

Step 4: If you are selected and choose to move on to interviews with our client, you will be asked to complete an online assessment.

Step 5: First-round interviews with the client.

Thank you for your time and interest in this role.