



An Equal Employment Opportunity Employer

# Deconstruction Business Development Manager - ReStore

Milwaukee, Wisconsin

Milwaukee faces a lack of affordable housing, particularly in low-income areas. For some families, rent expenses account for 70 percent of monthly income. Working for Milwaukee Habitat for Humanity directly combats the city's affordable housing crisis, resulting in increased graduation rates and decreased crime rates. Come help revitalize neighborhoods, improve our city and change lives.

We are a nationally recognized non-profit organization that sells gently used furniture, appliances, building supplies and more, to raise funds for Milwaukee Habitat efforts to build affordable housing in the City of Milwaukee.

Habitat ReStore is searching for a **Deconstruction Business Development Manager**. The successful applicant would be responsible for all aspects of Deconstruction Services, including planning for and expanding upon the Deconstruction Services business through servicing existing donors and establishing relationships with new donors (residential homeowners, builders/remodelers/contractors, commercial development firms, businesses, churches, schools, and other organizations). In addition this position would secure deconstruction opportunities and deliver product salvaged at deconstructions while meeting or exceeding the deconstruction budget goals in support of Milwaukee Habitat for Humanity's (MHFH) mission.

If this describes you, read further to see what it takes to be our next **Deconstruction Business Development Manager**.

## **Job Responsibilities:**

- Maintain relationships with current donors and continually establish relationships with new donors by utilizing various prospecting methods.
- Perform accurate assessment and documentation, including photos, of potential deconstruction projects.
- Achieve delighted donor experiences by ensuring clear expectations are set and met. Develop comprehensive and mutually understood contracts to minimize risk prior to commencement of all projects.
- Coordinate and schedule deconstruction projects
- Manage the Deconstruction Coordinator, ReStore staff, volunteer crew leaders, and assigned volunteers in worksite.
- Track and analyze sources and leads, results (valuation) of deconstructions completed, and projections for future deconstructions.

- Responsible for all processes and documents that comprise the “Deconstruction Services Handbook”, improving and revising as necessary.
- Occasionally required to lift up to 75 pounds and may experience frequent bending, squatting, lifting and repetitive motion. This position will sometimes be exposed to extremes in weather (e.g., heat, cold, wind, rain, etc.)

### **Knowledge, Skills, and Abilities:**

#### Leadership and Management:

- Ethical leadership with consistently high standards of integrity and accountability.
- Proven success in training, coaching, staff development, and team building. Minimum of 2 years’ experience in managing staff. Volunteer management is a plus.
- Adaptability demonstrated through quick, sound, and positive decision making in rapidly changing conditions.
- Ability to handle and defuse challenging situations with tact.
- Ability to plan and execute deconstruction projects at detail appropriate to project size and scope.

#### Business Development

- Ability to self-motivate, strategize and secure deconstruction projects.
- Demonstrated success in making donation “cold-calls” and sourcing other avenues for new business.
- Demonstrated success in building relationships, resulting in cooperative, mutually beneficial and long-term relationships.

#### Communications and Personal Effectiveness:

- Ability to work under pressure while maintaining positive regard for others
- Strong communication and coordination skills to effectively & accurately communicate with donors, local government officials, MHFH and ReStore management and staff, and volunteers
- Personal presence, projecting a professional image in speech and demeanor, including solid presentation and public speaking skills
- Possesses a “sense of urgency” energy, enthusiasm, tenacity, attention to detail and follow-up
- Demonstrated success working in a team environment and independently
- Proficient in Google Suite software and email systems

#### Preferred:

- Salvage value experience with practical knowledge of product quality and appropriate pricing, repurposing potential, and expected value compared to salvage effort. Possesses genuine enjoyment of the overall salvage process.
- Knowledge of basic construction tools, materials, and methods.
- High school diploma or equivalent with a minimum of 2 years related experience required. Bachelors Degree preferred.

**Benefits include:** health, dental, vision, life insurance, disability insurance, retirement plan, PTO, paid holidays and more.