

every one

deserves a decent place to live.

Director of Retail Candidate information pack

March 2025

Closing date: 30 March

The Basics:

- Director of Retail at Habitat for Humanity Great Britain.
- We currently have our first Charity Retail store open in Romford, with ambitions to grow further.
- £60,000 £65,000 (full time), permanent.
- Home-based, with regular travel to stores, internal and external meetings.
 Travel expenses covered.
- Weekend working when store is open may occasionally be required.
- Applicants must have the right to work in the UK.
- Benefits incl: 25 days holiday + paid BH (pro rata), up to 5% matched pension contributions, employee wellbeing services, 2 wellbeing days and an annual Habitat Day.



About Habitat for Humanity GB

Habitat for Humanity Great Britain (Habitat GB) is part of the international Habitat for Humanity network, tackling housing poverty around the world. Decent and affordable housing is about much more than four walls and a roof – housing intersects with critical development issues, including gender equality, human rights, and climate change.

You can find out more about our work at: https://www.habitatforhumanity.org.uk





About the role

We are looking for an experienced senior level retail professional with a strategic mindset and hands on experience. Reporting to the National Director your role will be both strategic and operational: driving our 5-year plan and maximising existing retail operations.

Why this role matters

You'll be joining us at a really exciting time as we're on an ambitious transformation journey, providing you with the opportunity to directly influence and develop retail expansion and impact in local communities.

As a member of the senior management team, you'll help shape and implement a sustainable retail model while leading a positive and inclusive workplace culture.





Your focus and responsibilities

- Lead the successful introduction and expansion of our ReStore network, a home improvement retail concept well established in the USA, Canada and Ireland, but new to Great Britain.
- Lead a high performing team of staff and volunteers who work collaboratively across Habitat GB and the international Habitat network (HFHI) to generate resource and support for our mission of decent homes for all.
- Be responsible for sales growth and sustainability through strategic innovation, operational excellence, building brand awareness, valuable partnerships and community engagement.
- Be a collaborative, impact-led and results-driven member of the Senior Leadership team, role modelling our values and inclusive people culture.





Your skills and experience

- we're looking for someone with...
- Significant retail leadership experience, ideally within a charitable, purpose-driven or social enterprise environment.
- A strategic, yet hands on approach, able to drive performance while inspiring and developing teams.
- A strong commercial mindset, with a track record of driving sustainable growth and profitability in a retail environment.
- Brilliant communication and collaboration skills, able to prioritise effectively, problem solve, organise and plan.
- The ability to flex: to work across all aspects of the operation as part of a small but ambitious team.
 Most importantly, we are looking for a positive team member with a commitment to our mission and values, and someone who demonstrates integrity, respect for others and a commitment to equity, diversity and inclusion.





What we offer

Employee wellbeing is pivotal to organisational success and Habitat GB is committed to supporting its people's wellbeing. Our existing offer includes flexible working arrangements, a sabbatical policy, virtual GP services, and "Habitat Day" – an extra day of leave for everyone. We plan to expand our offer further, establishing Mental Health First Aider training, a buddy system for new team members, and resilience training.

We want to foster a resilient and well-supported team and encourage all employees to actively participate in making this happen through suggestions and feedback. As a team with some fully remote, some hybrid and some store/site-based roles, we recognise that team building and culture is important. We look to bring colleagues together through online joint working sessions, social engagement, and regular in person meetings. ReStore will play a key role in creating space for hybrid working and team meetings.





Start your Habitat journey

We want the recruitment process to give you the opportunity to shine, to share your skills and experience as clearly as possible, and for you to find out more about Habitat GB in return. You are welcome to get in touch and arrange an informal chat with Henrietta Blackmore (HBlackmore@habitatforhumanity.org.uk) before submitting an application.

To apply for the role, please send us your CV and a supporting statement (max two sides of A4) telling us about the skills and experience you would bring to the role and your motivation for applying. Send by email (Subject line: Director of Retail) to: recruitment@habitatforhumanity.org.uk

Deadline for applications is 30 March 2025 (at 11:59 pm).

The recruitment process will have at least two stages: a panel interview and then a more informal meeting with members of the team. A second interview may also be included. A briefing on each stage will be shared in advance.

We plan for first stage interviews to take place from the week beginning 31 March. Interviews will be held in person, in Central London. Selected candidates will be contacted to agree a suitable time for interview. (Please note that we do not reimburse any expenses incurred during interviews.)



