



St. Francis House
Vice President of Programs and Services
Boston, MA

[St. Francis House](#) (SFH) is a 41-year-old, Boston-based, nonsectarian nonprofit advancing stability, and self-determination by providing comprehensive wrap around services for adults experiencing homelessness and poverty. While long recognized as New England’s largest day shelter, SFH today operates a broad portfolio of programs and services that includes management of 100+ permanent supportive housing units, on-site essential refuge services, employment services, and behavioral health and recovery support delivered through an integrated service delivery model of care. A medical clinic, operated by Boston Health Care for the Homeless, further enhances this continuum of care.

In recent years, SFH has undertaken significant campus redevelopment, including multiple phases of renovation supported by a \$74 million capital campaign. The most recent phase, completed in February 2026, modernized refuge and program spaces at 39 Boylston Street and strengthened the integration of services to better support SFH guests. In partnership with the Planning Office for Urban Affairs, SFH is also developing a 19-story residential tower scheduled to open in June 2026, expanding permanent supportive housing within a mixed-income downtown development.

As SFH deepens the impact of its integrated service model, the organization seeks a seasoned and strategic human services executive to serve as Vice President of Programs and Services.

Position Summary

Reporting to the President and CEO, the Vice President leads a multidisciplinary team of more than 100 staff, including five direct reports. The VP ensures the clinical integrity of programs and is responsible for program strategy, operational performance, budget alignment, quality improvement systems, and compliance with public contracts and regulatory requirements. This executive will ensure strong coordination across all service lines and play a central role in advancing outcomes for individuals served.

Qualifications

The ideal candidate brings substantial senior leadership experience in human services environments, ideally serving individuals experiencing homelessness or related populations; a LICSW and 10+ years’ progressive responsibility in program strategy, clinical oversight, budget management, quality improvement, and government contract administration; and demonstrated leadership in managing change, sound judgment, executive presence, and a deep commitment to equity, dignity, and community.

St. Francis House is an Equal Employment Opportunity Employer committed to building a diverse and inclusive workforce reflective of the community it serves. SFH encourages candidates with lived experience and those who have faced historic barriers to employment to apply, particularly those who identify as BIPOC or LGBTQ+, as well as candidates who are bi- or multi-lingual and bring multicultural perspectives. This position offers a hybrid work schedule.

This is a retained executive search of [Exceptional Executive Search](#).

For inquiry or application, contact info@eesrecruit.com.

