



Chief Executive Officer

Providence House

Brooklyn, NY

Salary: \$265,000 - \$285,000

The Organization

With more than forty-five years of service, Providence House provides temporary housing for women who would otherwise be incarcerated, transitional shelter for families experiencing homelessness, and permanent supportive housing for individuals and families with complex needs. Its professionally trained staff of over eighty serves over 700 people each year, across eight locations in Brooklyn and one site in New Rochelle.



Providence House is a leader in helping individuals and families overcome housing instability, trauma, and involvement with the justice and homeless systems to gain independence and stability in the community. The organization is recognized for its gender-responsive, trauma-informed, and client-centered approach to housing and supportive services. Programs include:

Transitional Shelter Program provides housing and supportive services to more than sixty families in Brooklyn and ten families in New Rochelle. Families enter shelter due to a range of circumstances, including job loss, family disruption, trauma, mental illness, or economic instability.

Permanent Supportive Housing offers eighty-seven units of mixed-community housing, including permanent supportive and affordable housing units, serving families and single adults with histories of chronic homelessness, serious mental illness, and/or substance use disorder.

Women's Justice Program has a long-standing commitment to supporting women involved in the criminal justice system. Today, the program operates three congregate residences in Brooklyn serving distinct populations. With a 93% non-recidivism rate, it is among the most effective reentry programs in the nation.

Learn more about Providence House here at www.providencehouse.org.

The Position

Providence House's next Chief Executive Officer will step into leadership at a pivotal moment in the organization's history. This is a rare opportunity to guide a highly respected, mission-driven organization with strong organizational health into an exciting period of growth and increased visibility.

The CEO will partner closely with the Board of Directors, approximately eighty staff, and a broad network of community, government, and funding partners to ensure long-term sustainability and elevate Providence House's role as a leader in housing, reentry, and justice-connected services in New York City.

The Position (cont.)

Following a four-year strategic planning process, Providence House has embarked on a bold new chapter with plans for the development of the first-ever purpose-built facility for women and gender expansive individuals exiting incarceration. Located on Lexington Avenue in Brooklyn, this transformative site will offer transitional housing and comprehensive wraparound services to more than 160 individuals each year. This initiative represents a defining milestone for the organization and will be a signature achievement for the next CEO.

In the first 18-24 months, the CEO will be expected to:

- **Lead Strategic Direction:** Assess programs for impact, management capacity, and financial performance. Execute on the current strategic plan (through 2027) and later partner with the Board and staff on a new strategic plan, setting a clear vision and priorities for the organization's future.
- **Advance Lexington Project:** Ensure the successful execution of the Lexington Avenue transitional housing project and lay groundwork for future development initiatives.
- **Diversify Funding:** Bolster the fundraising team (including hiring a new Chief Development Officer) and work with the staff and board to bring in more unrestricted, private dollars in order to diversify the organization's funding portfolio.
- **Raise Awareness:** Serve as the public face of Providence House—building relationships with community leaders, government officials, funders, and peers, articulating a clear brand that positions the organization as an essential provider of comprehensive, trauma-informed services.



The Chief Executive Officer will steward a deeply community-rooted institution while positioning Providence House for continued growth and impact – serving as a trusted leader and influential voice for housing equity and criminal justice reform in New York City.

Strategic Organizational Leadership & Management

- Partner with the Board to set organizational direction, ensuring programs are aligned with strategy.
- Provide steady, visible leadership while guiding the organization through change and growth.
- Lead and support a high-performing executive team and staff, fostering a culture of transparency, collaboration, and continuous improvement.
- Serve as the primary liaison to the Board of Directors, supporting strong governance, strategic decision-making, and organizational oversight.
- Support effective board recruitment, development, and engagement.



Program Oversight & Growth

- Working with the program team, ensure the delivery of high-quality, trauma-informed care across Providence House's program portfolio.
- Lead the Lexington Avenue development including funding, oversight of construction, and relationship management with New York City.
- Use data and outcomes to evaluate program effectiveness, strengthen impact, and guide investment decisions.
- Oversee all operations and systems to ensure efficiency, compliance, and continuous improvement.

Fundraising, External Affairs & Government Relations

- Drive an integrated approach to fundraising, advocacy, and government relations, aligning public and private resources with organizational priorities.
- Build and maintain relationships with key donors and funders, ensuring consistent and meaningful stewardship to deepen support.
- Lead and align fundraising efforts in partnership with the development team.
- Serve as the organization's chief ambassador, elevating Providence House's visibility and amplifying its voice among agencies, policymakers, and the public to influence policy and practice across Brooklyn and New York City.
- Cultivate and steward strategic relationships with government agencies, elected officials, funders, faith-based partners, and community leaders.

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Strategic Mindset	Manages Complexity	Stakeholder Focus
Ability to foresee long-term opportunities and translate them into breakthrough strategies.	Synthesis complex information to effectively problem solve and make timely decisions to keep the organization moving forward.	Build strong, community, donor and stakeholder relationships and deliver targeted solutions.
Communicates Effectively	Fundraising	Building Effective Team
Excellent presentation and communication skills, particularly related to conveying the organization's mission, work, and impact to diverse external audiences.	Secure and deploy resources effectively and efficiently.	Build strong teams with a strong identity that apply diverse skills and perspectives to achieve common goals.

Experience & Values

- Mission-driven leader with deep commitment to housing stability, criminal justice reform, and dignity for vulnerable populations.
- Ten years of senior executive leadership experience preferred, ideally as a CEO/Executive Director or senior leader within a housing-focused nonprofit, government agency, or advocacy organization.
- Proven experience overseeing budgets, finances, government contracts, and operations in organizations of similar size and complexity.
- Demonstrated fundraising success with individual donors, foundations, corporations, and public funders.
- Track record of motivating, leading and mentoring large, multidisciplinary teams.
- Strong belief in diversity, equity, inclusion, and building a workforce reflective of the communities served.
- Collaborative, transparent, and ethical leadership style.
- Strong work ethic, resilient, empathetic, and steady under pressure.



WHO WE ARE

Work Environment

The CEO position is full-time, salaried, and exempt. Standard working hours are weekdays from 9:00 a.m. to 5:00 p.m., with flexibility required for evening and weekend responsibilities as needed. This role may work remotely 1–2 days per week. The position is based at the organization's headquarters in Brooklyn and requires regular travel to Providence House sites in Brooklyn and New Rochelle, as well as meetings and events throughout New York City.

Commitment to Diversity

Providence House is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the agency and are valued for their skills, experience, and unique perspectives. This commitment is embodied throughout agency policy, guides how the agency advances its mission, and is an important principle considered during agency management decisions.

Individuals with personal or professional experience with the justice system are strongly encouraged to apply.

COMPENSATION AND BENEFITS

Salary

\$265,000 - \$285,000

Benefits

Providence House offers a competitive benefits package designed to support your health, financial security, and work-life balance, including:

- Generous paid time off, including 14 holidays, 4 weeks of vacation, 4 personal days, 12 sick days, and additional paid time as applicable
- Comprehensive health, dental, and vision coverage through Cigna
- Life insurance, short- and long-term disability, and Employee Assistance Program
- Commuter benefits
- 403(b) retirement plan with 3% employer contribution

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application. If you are selected to move forward for an initial screening call, we expect you to hear from us by June.

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[Submit an application](#)