Chief Financial Officer
Metro Housing|Boston
Boston, MA

THE SEARCH

Metro Housing|Boston (Metro Housing), one of the largest regional housing agencies in the Commonwealth of Massachusetts, seeks a Chief Financial Officer (CFO) who is mission-focused, analytically savvy, and forward-looking to manage the use of its financial resources to ensure housing stability, economic security, and an improved quality of life for the 30,000 households in Eastern Massachusetts that depend on it. The $22 million operating budget and $330 million in federal and state subsidies administered by Metro Housing require an imaginative, collaborative, and dynamic leader who will ensure that budgeting, risk mitigation, and contracting operate with the level of sophistication and innovation required for an organization of this size and scale to excel.

Metro Housing delivers a complex array of programs that assist families and individuals with low and moderate incomes in gaining access to and successfully remaining in housing they can afford in the metropolitan region of Boston and has done so for more than 40 years. From its incorporation in 1983 as the Boston Housing Partnership and later, through a strategic merger to become the Metropolitan Boston Housing Partnership in 1991, Metro Housing has maintained and expanded its mission and focus on increasing access to housing that is safe and affordable to residents with the lowest income levels. Metro Housing has forged strategic partnerships with the Commonwealth of Massachusetts, the City of Boston, and other municipalities, which have entrusted the nonprofit with the administration of federal, state, and local rental assistance programs, among them the HUD Housing Choice Voucher Program (Section 8) and the Massachusetts Rental Voucher Program. What began with fewer than 5,000 families has now grown to be a vital resource for 30,000 households across the metropolitan Boston area.

Reporting to the Executive Director and serving as a key member of the senior leadership team, the CFO will act as the organization's principal financial strategist, risk leader, and operational partner. They will guide Metro Housing through a shifting funding and regulatory environment, strengthen financial planning and analysis capabilities, modernize systems and processes, and elevate financial acumen across program leadership. The current moment requires a CFO who can balance technical excellence with strategic foresight to cultivate a more analytically rigorous culture.

Metro Housing|Boston has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations should be directed in confidence to the search firm, as indicated at the end of this document.

ABOUT METRO HOUSING|BOSTON

Over the last 40 years, Metro Housing has become a leading regional nonprofit focused on housing affordability. Particularly in the last two decades, Metro Housing has seen unprecedented growth, doubling its staff size and nearly quadrupling its total revenue from $97 million to more than $359 million, including the rental subsidies it manages.

The collaborative approach that distinguishes Metro Housing centers on the families and individuals who are most affected by housing insecurity. This approach acknowledges gaps in the systems intended to provide housing stability and proposes solutions that bridge the gap between government, business leaders, health, and social service providers. Through a broad array of programs and services, an extensive network, a $22 million operating budget, and 220 staff members, Metro Housing serves approximately 30,000 households annually across more than 32 communities.

One of Metro Housing's core operating responsibilities is providing rental voucher subsidies to 10,000 households in eastern Massachusetts, including Boston and adjacent municipalities. In addition to providing subsidies, inspecting units, and maintaining relationships with the landlords of these homes, Metro Housing administers services and support to households that have very low and extremely low incomes across homeless prevention, housing stability, and economic security.

Programs and Services

Metro Housing's core programs are made possible by several critical affordable housing program grants overseen by the Massachusetts Executive Office of Housing and Livable Communities and the U.S. Department of Housing and Urban Development. The organization administers over $330 million in what is commonly referred to as pass-through funds that directly support individuals and families to pay for stable housing by supplementing the funds the households are able to pay from their own income.

Homelessness Prevention

Families and individuals facing housing emergencies or progressing along the continuum from homelessness to economic security can gain access to financial assistance, rapid rehousing, and intensive case management to navigate service systems and/or fair housing violations.

Programs include Residential Assistance for Families in Transition (RAFT), Specialized Intensive Programs and Services (SIPS), Fair Housing & Civil Rights, and HomeBASE.

Housing Stability

Metro Housing works closely with each family or individual to explore a variety of pathways to securing housing. Programs under this focus area include the Housing Consumer Education Center, Housing Choice Voucher Program (Section 8 and its Moving to Work (MTW) component), Supporting Neighborhood Opportunity in Massachusetts (SNOMass), Continuum of Care, and the Massachusetts Rental Voucher Program (MRVP). The organization is the largest regional provider of state and federal rental assistance programs in Massachusetts.

Economic Security

"People first, housing always" is Metro Housing's commitment to address the barriers and challenges to housing stability, one of which is economic security. Metro Housing provides families and individuals with the knowledge, skills, and financial tools to become economically secure. Programs include Family Self-Sufficiency (FSS), Family Economic Stability (FES), and Green Space Financial Coaching.

Additional grant programs represent a smaller percentage of the organizational revenue and/or are administered on behalf of the City of Boston and Brigham and Women's Hospital. To learn more about programs offered, visit the link here.

Leadership

Amy Stitely, Executive Director

Amy Stitely was appointed Executive Director of Metro Housing in January 2026. Amy brings decades of distinguished leadership in housing policy and program administration, most recently at the Massachusetts Executive Office of Housing and Livable Communities (HLC) (formerly the Department of Housing and Community Development (DHCD)). Throughout her tenure, she was a visible, bold, and innovative leader, driving transformative reforms in State public housing, rental assistance, and homelessness prevention programs—significantly expanding their reach and impact for residents across the Commonwealth and improving their efficiency.

Among her many accomplishments, Amy served as the executive lead for the $1 billion COVID-19 Eviction Diversion Initiative, which helped keep more than 100,000 households stably housed during the pandemic. She also led the launch of the Common Housing Application Massachusetts Program (CHAMP), the State's centralized online housing application and waitlist system. Most recently, as Undersecretary for Strategy and Climate, Amy developed and directed cross-cutting policy and programs at the intersection of housing, climate resilience, and environmental justice.

Amy is a proven organizational leader and systems-level thinker, widely respected for her ability to guide teams through complex challenges. She has been formally recognized by the Governor for excellence in public sector leadership and mentorship, and she has dedicated her career to expanding access to quality housing, strengthening economic mobility, improving community health, and promoting housing stability.

Board of Directors

The Metro Housing Board of Directors comprises 23 members, each with distinctive strengths and expertise to advance the organization's mission. They are an important organizational lever and a part of a broader ecosystem of advocates for expanding the supply of housing that is affordable to Metro Housing's constituency at the city, state, and federal levels. Its members represent the region's largest financial institutions, health systems, leading community-based organizations, academia, and social services.

There are several committees dedicated to the organization's core functions, including the Finance Committee, which meets four times a year and is staffed by the Chief Financial Officer.

ROLE OF THE CHIEF FINANCIAL OFFICER

The Chief Financial Officer is a vital strategic partner to the Executive Director and Board of Directors and will not only serve as an internal leader but will have a critical role in cultivating relationships with local, state, and federal partners who contract with Metro to deploy critical services across the housing continuum. The role of CFO requires someone who is comfortable leading across an organization, making key decisions, and communicating with transparency.

The CFO ensures compliance with all regulatory and contractual requirements and is responsible for strengthening financial planning and analysis, modernizing systems and processes, and elevating financial service delivery across the organization. In addition to these core responsibilities, the CFO will have primary responsibility and oversight of the endowment of $11.9 million. They will also ensure that external auditors and regulatory examiners are informed and that all required reports are accurate and submitted on time.

The finance department's daily operations are supported by two direct reports to the CFO, who manage and oversee four additional professionals, forming a team of seven. The CFO also oversees the Home Loan Modification Program manager.

Metro Housing is a dynamic and agile nonprofit organization where leadership roles evolve alongside the agency's growth. Team members have been empowered to expand their responsibilities in ways that align with their strengths, expertise, and professional aspirations. The CFO role reflects this philosophy. In its most recent evolution, the position extends beyond traditional financial leadership to include oversight of key operational functions such as building operations, front office management, security, and maintenance. This breadth offers a unique opportunity for a seasoned finance leader to shape and influence organizational effectiveness more broadly. In partnership with the Executive Director, the scope of the CFO's responsibilities will be thoughtfully tailored to reflect the individual's experience, interests, and ambitions. This creates an exciting path for a candidate who is eager to grow, take on expanded leadership, and play a pivotal role in guiding both the financial health and operational excellence of the organization.

Key Opportunities and Challenges

It is expected that the Chief Financial Officer will have the ability to address a set of opportunities that include, but are not limited to:

Provide Strategic Financial Leadership

The CFO will be a mission- and values-driven leader who supports and advances Metro Housing's strategic priorities and growth trajectory. Applying a data-informed approach, the CFO will provide information and analyses required for critical decision-making, including laying out alternatives, options, and comparisons as the organization continues to adapt, scale up, and innovate. Metro Housing operates within strict constraints imposed by local, state, and federal governments and yet has maintained a reputation for flexibility and creativity during the toughest of times, such as the 2020 pandemic, which required a swift pivot to support individuals and families facing housing insecurity. It will be imperative for the CFO to create and sustain systems and a culture that foster creativity as the organization weathers uncertain times related to affordable housing program funding. The moment requires a CFO who prizes continuous learning and improvement, is well-informed about contemporary financial practices and trends in nonprofit finance, brings best practices and fresh perspectives to the organization, and modernizes Metro Housing policies, contracts, budgets, and processes.

Build a Robust Financial Planning & Analysis Function and Practice

Given the organization's recent growth and ongoing dynamism, the CFO must be adept at financial planning and analysis to communicate its value to colleagues whose day-to-day focus is program delivery. The CFO will develop a robust practice that delivers sophisticated insights informed by well-managed data, empowering program leaders to take ownership of strategic decision-making and planning. The CFO will manage the broader financial picture, providing the Executive Director and board with the data, models, and analyses needed to gain a holistic understanding of Metro Housing's activities, potential, and risk. This will entail detailed scenario planning and modeling to capture the full implications of proposed initiatives and provide pressure testing for each program. This must be a regular exercise that supports the organization's advocacy efforts for greater investments from philanthropic partners, government agencies, or nonprofit partners. The CFO will lead negotiations with government partners to ensure timely payments and appropriate rate increases, contract terms, and renewals.

Foster a Culture of Service Excellence Across the Finance Department and Beyond

The CFO will cultivate a service-oriented culture that strives for continuous learning, problem-solving, and shared accountability and will hold their team to a high level of excellence and a sense of urgency that matches the critical nature of Metro Housing's mission. Success in this role will require a leader who cultivates and engenders trust and who empowers staff with the knowledge, skills, and tools needed to foster accountability at all levels. The finance team must have the confidence and clarity of purpose to deliver high-quality services, conduct sound business and financial operations, and maintain full compliance with regulatory requirements.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will possess many of the following professional qualifications and personal characteristics:

- Bachelor's degree required. Advanced education and/or training, including a CPA, MBA, or other advanced degree in accounting, finance, business, or a related field, is also required.
- 8–10+ years of progressive experience as a senior financial leader, ideally as a CFO or Deputy CFO, of a nonprofit organization, with a significant portion of revenue from state and federal sources.
- Experience designing and implementing internal controls in evolving, multi-system environments.
- Demonstrated ability to modernize systems, migrate or optimize financial software, and improve cross-system data integrity, including implementing and managing financial technology systems and developing change management plans to support new technologies. Experience implementing and adopting AI tools and enterprise-wide automation would be a plus.
- Experience with investment reporting, endowment management, grants management, restricted funds, cost allocation, and billing structures for complex, multi-funded organizations.
- A track record of engaging in the details of the work, while also advising on and supporting the management of the overall strategy.
- Ability to influence without relying on formal authority and work effectively across departments, especially with development, operations, programs, and IT.
- Exceptional communication skills, with the ability to translate—both orally and in writing—financial information for non-finance constituents and build trust organization-wide.
- Previous success in nurturing a healthy, dynamic, inclusive, and equitable work environment.
- Emotional intelligence with a proven record of listening, honoring diverse lived experiences, building relationships, and elevating and empowering people, especially those who have been marginalized and/or have experienced homelessness or housing insecurity.
- The highest integrity and wisdom, and a can-do attitude.

COMPENSATION AND LOCATION

Metro Housing|Boston is committed to salary transparency. The minimum hiring salary for this position is $175,000, and the maximum is $195,000. It is not typical for an individual to be hired at or near the top of this range. The final offer is determined by a candidate's relevant experience and Metro Housing's commitment to internal equity.

The Chief Financial Officer position is based at the organization's headquarters in Roxbury Crossing, Boston, Massachusetts. Metro Housing|Boston employs a hybrid workforce. The Chief Financial Officer is expected to be a visible leader and to be available to work on-site at least 2 days a week.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Materials submitted by August 1, 2026, will be assured full consideration. Inquiries, nominations, referrals, CVs with cover letters, and any requests for accommodations should be sent via the Isaacson, Miller website: https://www.imsearch.com/open-searches/metro-housing-boston/chief-financial-officer

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AN EQUAL OPPORTUNITY EMPLOYER

This document has been prepared based on the information provided by Metro Housing|Boston. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Metro Housing|Boston would supersede any conflicting information in this document.