



Residential and Housing Programs Manager

STAND! For Families Free of Violence is seeking an experienced residential programs manager to oversee the operations of our 24/7 emergency shelter and transitional housing programs, plus permanent housing programs operated in partnership with community partners.

The manager will develop, implement, and manage programs, services, and facilities designed to meet the needs of adults and children fleeing domestic violence situations, ensuring high quality services are provided consistent with STAND!'s trauma-informed, client-centered approach. Primary duties include:

- Develop, implement, and provide oversight of services, programs, policies and procedures for emergency shelter, transitional housing, children's services, and community housing programs. Manage programs in alignment with contract and legal requirements.
- Oversee reporting of outcomes and goals as required by grants/contracts, and agency KPIs.
- Research, design, and develop proposals for program improvements that keep STAND!'s programs at the leading edge of service provision.
- Develop, implement, and maintain systems and processes that ensure adults and children receive consistent, culturally relevant, high-quality services.
- Provide regular supervision, client case reviews, and consultation to staff.
- Direct supervision of program staff including Mandated Reporter.
- Collaborate with other managers to build capacity, communicate effectively, and ensure excellent service quality across the agency.
- Build and maintain positive working relationships with partners and collaborating providers.
- Full scope personnel management, learning, and development activities for program employees; oversee the training and development of volunteers.
- Coordinate and/or deliver in-service training about programs/services, and other areas of expertise. Participate in internal training events including orientations, DV Counselor training, etc.
- Assist in grant preparation and budget development for funding.
- Monitor and ensure budget compliance for all programs managed.
- Ensure accurate and timely data-entry into database. Analyze data and prepare reports.
- Partner with Operations Director to manage the physical space and proactively identify and address facility issues.
- Keep current contingency plans that support the ability of programs to continue services during emergencies and periods of disruption.
- Participate in on-call, after-hours consultation team; respond to and lead as appropriate, emergencies and crisis situations.
- Actively contribute to and participate in cross-agency leadership work including strategic planning, agency committees, etc.

Required Qualifications:

1. B.A. in social work, human services, or related field; or equivalent experience managing residential programs in a DV agency, social service setting, or similar environment.
2. Deep knowledge of domestic violence, and the intersection with housing stability.
3. Expertise providing direct service work including crisis intervention, case management, housing support.

4. 2+ years' experience managing the physical aspects of a residential facility.
5. An innovative approach to service improvement, and passion to keep services at the leading edge of best practices.
6. Excellent situational management skills including clear communication, follow-through, and completion skills.
7. A growth, learning, and development orientation; experience assessing, nurturing, and building staff capacity.
8. Experience providing training to staff and others.
9. Strong communication skills including active listening, and public speaking skills.
10. Excellent organizational, prioritizing, and administrative skills.
11. Adept at effective management of multiple priorities and interruptions.
12. Able to work in a multi-cultural environment.
13. Adept critical thinker and problem solver with demonstrated ability to effectively lead the response to crisis situations.
14. Flexibility to provide on call, after hours availability.
15. Able to work additional hours when needed.
16. Valid California driver's license, proof of insurance, and acceptable driving record (MVR will be run prior to hire and periodically thereafter)
17. Employment contingent upon acceptable fingerprint and criminal history check
18. Employment contingent upon successful completion of I9 Form
19. Continued employment contingent upon successful completion of the Agency's mandated training.

Preferred Qualifications:

1. Bilingual in English and Spanish
2. Experience evaluating programs, researching, developing, improving current or new programs or services.

Mission, values, and culture

[STAND! For Families Free of Violence](#) was born from the equal rights movement of the last century; specifically, from the strand of that movement that sought to eradicate violence against women. We are an organization that provides social services while participating in the larger activities of moving the dial on social justice. Successful candidates for all our positions will be eager to participate in social justice work including the interruption of structural inequities. We are a values-led organization, and our employees are committed to our values of belonging, innovation, integrity, safety, and sustainability; and eager to create and participate in a work culture of inclusion, interpersonal kindness, and accountability.

We offer:

- The opportunity to make a difference in our communities.
- A learning environment.
- Salary: \$77,700. A 5% bilingual differential will be awarded to a successful candidate with verified fluent bilingual Spanish skills. Eligible for our generous benefits package which includes medical, dental, vision, life and AD&D insurance – plans available where STAND! pays 100% of the employee's monthly premiums; 403(b) plan (limited employer match after one year's service); and to earn vacation, sick leave and floating holidays.

To apply:

Email your cover letter, resume and the names of three supervisory references to resume@standffov.org Please put "RHPM" in the subject line of your email, and in your cover letter, describe how you meet the required qualifications for this role.

STAND! For Families Free of Violence is an Equal Opportunity Employer committed to staff diversity. We welcome applications from qualified individuals of all backgrounds.

Posted: 2/23/26