

Directing Analyst - Racial Equity Action and Coordination Team Strategy Lead

Description

We are seeking a Directing Analyst or Attorney to lead Homebase's Racial Equity Action and Coordination Team (REACT) strategy and implementation.

Recognizing that the crisis of homelessness in America is grounded in a long legacy of structural racism, we established REACT to lead Homebase in integrating a strategic vision for racial equity and action across all our work. The REACT Strategy Lead guides a multi-disciplinary team of staff from across the organization to build capacity in Homebase staff and communities to advance equitable and anti-racist solutions to homelessness. The position will also contribute to Homebase's broader projects, supporting communities nationally to design and implement solutions to homelessness.

About the Position

Compensation for this position starts at \$115,000 – 125,000+, with exceptions for extensive experience. In addition to a competitive salary, we offer comprehensive benefits, including a 403(b) match, health insurance, and generous PTO.

This is a dynamic position with room to grow at a flexible and supportive organization. This position will work closely with a diverse team of internal and external partners to increase and effectively deploy resources, provide technical assistance, and support communities to implement equitable, evidence-based strategies to end the crisis of homelessness and housing instability.

This position has the option to be remote. For those candidates located in the San Francisco Bay Area, Homebase's main office is based in downtown San Francisco, though most staff are currently working remotely.

About Homebase

Homebase is a national nonprofit dedicated to the social problem of homelessness. Our mission is to end homelessness, prevent its recurrence, and decrease its effect on communities. We work at the local, state, and national levels to support communities in designing systems and implementing responses to homelessness while fostering collaboration and collective impact in addressing its political and economic causes.

Our work requires acknowledging and addressing the fact that people of color, especially Black and Indigenous people, experience homelessness at dramatically disproportionate rates. Recognizing that this is a result of systemic, intersectional inequities, we believe it is crucial as an organization to promote racial equity and anti-racism throughout our work. We are committed to ensuring equal opportunity and a workplace environment that is diverse, equitable, inclusive, and fosters a sense of belonging for all our team.

Responsibilities

- Providing thought leadership, strategic vision, and project management to increase the visibility, sustainability, and impact of Homebase’s racial equity work across the organization, nationally as part of work as a HUD TA provider, and locally in the communities we partner with.
- Providing subject matter expertise and support on racial equity topics and strategies for Homebase’s team of passionate and experienced policy analysts, attorneys, and homelessness technical assistance specialists.
- Cultivating impactful partnerships with diverse stakeholders, leaders, and philanthropy at the national, state, and local levels to identify and scale best and promising strategies to address the housing needs of people of color experiencing homelessness through a racial justice and equity lens.
- Working with clients, funders, and the Homebase grants and contracts team to lead proposals and impactful scopes of work, stay apprised of local, state, and national developments and opportunities, and manage project implementation and contract lifecycles.
- Delegation, supervision, and coaching of REACT initiative staff, with overall responsibility for a dynamic portfolio of impactful projects with Homebase staff and clients.
- Conceptualizing, planning, and facilitating dynamic action planning processes, capacity building, data analyses, local initiatives, and convenings across systems and programs to build capacity, buy-in, and local partnerships.
- Leading creation of high-quality written, visual, and data-informed tools for local and national audiences. Examples include training curricula, research reports, one-pagers, conference presentations, grant proposals and RFP responses, toolkits, and other training and resource materials.
- Training key stakeholders – including housing and homeless response partners, and other adjacent system partners – about best practices, program models, and regulations to educate and inform local decision-making processes that advance equity and impact.

Qualifications

Successful candidates ideally possess:

- At least 5+ years’ experience leading programs, planning, and initiatives to advance racial equity in homelessness response agencies, systems, and programs.
- Extensive experience facilitating inclusive planning processes, workshops, leadership coaching, and/or trainings focused on racial justice, intersectionality, anti-bias, and cultural humility.
- Strong team and project management skills and experience cultivating collaborative internal and external partnerships with diverse staff, clients, and stakeholders from different backgrounds to identify and advance strategic opportunities for meaningful

impact.

- Able to foster a warm and supportive team-based environment committed to organizational values of diversity, equity, inclusion, belonging, and continuous growth and learning.
- Excellent communication skills (oral and written), including public speaking and facilitation experience, strong analytical capabilities and enthusiasm for breaking down and explaining complex ideas to a variety of audiences.
- Attention to detail and ability to develop and advance strategic priorities and effectively manage a dynamic array of staffing, multiple ongoing projects with strict deadlines, knowledge management, and collaboration across teams.

Homebase prefers candidates with:

- Demonstrated commitment to the public interest and passion for addressing homelessness and poverty.
- Experience with state and local governmental agencies, or housing and homelessness, healthcare, behavioral health, or criminal legal systems and programs preferred but not required.
- Special consideration will be given to applicants with lived experience of housing instability, homelessness, and/or exposure to the criminal legal system.

To develop transformative solutions to homelessness, Homebase believes in centering the individuals and communities most impacted by its structural causes — including people of color, people with lived experience of poverty, people with disabilities, and those who identify as LGBTQ+ and GNC. We strongly encourage applications from people with these identities or who are members of other historically marginalized communities.

We encourage you to apply, even if you are not sure you meet all of these qualifications. You may have knowledge and experiences not specifically listed here that would support our mission, and we would love to see your application!

To Apply

Please email cover letter, resume, and at least three references to jobs@homebaseccc.org. Positions open until filled.