

# Senior Policy Analyst or Staff Attorney – Housing & Criminal Legal System Intersections Focus

## Description

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Homebase is adding a position for a Senior Policy Analyst II or Senior Staff Attorney II to join our passionate team, with a focus on working with Homebase's Criminal Legal System Initiative (CLSI). This role will provide thought leadership, project management, and leadership of national efforts to improve outcomes for people and families impacted by the criminal legal system and decrease criminal legal system exposure through housing. The position will also contribute to Homebase's broader work, supporting communities nationally to design and implement solutions to homelessness.

CLSI seeks to disrupt the cyclical relationship between homelessness, housing instability, and the criminal legal system through cross-sector partnerships and mutual awareness and collaboration. Our work helps partners bridge gaps between systems, encouraging deeper collaboration across all relevant sectors to ensure that homelessness and housing insecurity are no longer drivers of incarceration and social injustice.

## About the Position

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Homebase Policy Analysts and Staff Attorneys lead our hands-on work supporting communities nationally to design and implement solutions to homelessness. 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 support communities to implement equitable, evidence-based strategies to end the crisis of homelessness and housing instability.

Compensation for this position starts at \$100,068 - \$108,180. (Applicants with extensive relevant experience may be considered for a Directing Analyst position with a higher salary range.) We also offer a robust benefits package, including a 403(b) match, health insurance, and generous PTO. Applications will be considered on a rolling basis until the position is filled.

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

## About Homebase

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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 our partners 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

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- Leading projects for the Criminal Legal System Initiative and providing subject matter expertise and support 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 impacted by the criminal legal system through intersectional lenses of racial justice, housing, and homelessness.
- Conceptualizing, planning, and facilitating dynamic action planning processes, capacity building, and convenings across systems and programs to build capacity, buy-in, and partnerships.
- Developing 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 criminal legal system partners, 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.
- Managing a dynamic array of projects and clients with our collaborative team of homeless and supportive housing experts.

## Qualifications

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Successful candidates ideally possess:

- Work, volunteer, lived experience, or education equivalent to MPA, MPP, MSW, or JD + at least 8+ years of experience leading projects and programs.
- Excellent interpersonal skills and ability to succeed in a warm and supportive team-based environment committed to organizational values of diversity, equity, inclusion, and belonging, and embracing anti-racism.
- Ability to cultivate collaborative internal and external partnerships with diverse teammates, clients, and stakeholders from different backgrounds.

- Strong analytical capabilities and communication skills (oral and written), including strong public speaking and facilitation; experience teaching and training is a plus.
- Experience developing anti-racist programs and systems and conducting community planning processes reflecting core principles of equity and inclusion.
- Attention to detail and ability to prioritize and manage multiple ongoing projects under strict deadlines.
- Flexibility and willingness to travel; licensed drivers preferred but not a requirement.

Homebase prefers candidates with:

- Demonstrated commitment to the public interest and passion for addressing homelessness and poverty.
- Experience with state and local governmental agencies, and/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 criminal justice involvement, including arrest and conviction records.

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 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

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Please email cover letter, resume, and at least three references to [jobs@homebaseccc.org](mailto:jobs@homebaseccc.org). Positions open until filled.