



## Job Announcement

### Director of Regional Implementation

#### Our Mission

All Home is a Bay Area organization that advances regional solutions to disrupt the cycle of poverty and homelessness, redress racial disparities in outcomes, and create more opportunity for economic mobility for extremely low-income (ELI) individuals and families. All Home works across counties, sectors, and silos to advance coordinated, innovative solutions and to build a movement to challenge the status quo that perpetuates homelessness.

#### Our Values

- Be courageous in action and brave in speaking the truth
- Work hard, work with joy and deliver results
- Operate with humility
- Strive for impact through collaboration and partnership
- Fight for equity and social justice
- Be transparent with our words and actions
- Honor the wisdom of lived experiences

#### Job Summary

The Director of Regional Implementation will lead our technical assistance and thought partnership with jurisdictions in the 9 Bay Area counties and with the state of California. Through our collaborative efforts, many counties and cities have committed to a Regional Action Plan (RAP) to reduce unsheltered homelessness by 75% in three years. This position will help those agencies align their housing and homelessness spending and programs to the RAP, Platform for Change, and 1-2-4 framework on homelessness prevention, interim housing, and permanent housing strategies.

The ideal candidate will have extensive experience analyzing public funding at multiple levels, broad content and policy knowledge, deep local contacts, and a mix of public, private, and nonprofit sector experience.

#### Key Responsibilities

- In selected local jurisdictions and using a racial equity lens, assess housing and homelessness spending and strategies and how agencies are addressing the goal of reducing homelessness across multiple departments (e.g., housing, homelessness services, health, behavioral health, workforce development and social services)

- Lead and participate in collaborative efforts to coordinate policy and program goals and strategic efforts in partnership with Bay Area counties, cities, and nonprofits
- Develop and sustain strong partnerships with stakeholders, community members and relevant interest groups
- Support local jurisdictions to analyze funding available to implement the Regional Action Plan, Platform for Change, and other All Home initiatives
- Provide strategic advice to non-profit partner organizations on how to ensure they have capacity needed to carry out necessary programs and interventions
- Prepare and facilitate workshops and discussions with agency staff to help them plan how to use existing/upcoming funding and to advocate for additional funding to meet All Home goals
- Prepare funding analyses and memos on potential public policy changes
- Help develop regional funding initiatives and advocacy work, including working with regional partners and members of the Regional Impact Council
- Help prepare policy guides, pamphlets, and presentations on funding proposals and programs; break down complex concepts to be easily accessible to people without deep subject knowledge
- Represent All Home's positions on policy and funding in meetings with agency staff, elected officials, and other key stakeholders
- Be a thought partner to staff of public agencies and elected officials on homelessness and housing
- Perform other job-related duties as assigned or needed

## **Qualifications**

- Bachelor's degree in housing, city/regional planning, financial management, economics, business or public administration or a relevant field; a Master's degree is desirable
- Minimum 5 years of relevant experience at a managerial or executive level
- Minimum 3-4 years of relevant experience in the non-profit or government sectors
- Experience working with and leading groups in a collaborative environment
- Ability to be a hands-on, self-driven and results-oriented strategic leader with demonstrated experience in managing people and projects
- Knowledge of:
  - HUD and other federal and state funding sources and regulations
  - Federal, state and local safety net programs and entitlement programs
  - Current State of California programs and departments related to housing and homelessness and issues affecting people with extremely low incomes
  - Funding and political environment of the Bay Area
  - Current and developing policy in the homelessness and housing sector
  - Public policy analysis and development principles
  - Local government budgeting processes and housing finance practices
- Working knowledge of laws and regulations governing contract formulation and management, program planning and evaluation techniques, and budget/grant preparation and administration
- Ability to coordinate policy and program development efforts across multiple departments and agencies

- Ability to identify opportunities and resources that can expand and improve the jurisdiction capacity for addressing homelessness
- Ability to work in a diverse environment with a racial equity focus
- Strong project management skills, time management, planning, and prioritizing skills
- Excellent communication, interpersonal, and problem-solving skills
- Fluency with MS Office suite (particularly Excel and PowerPoint), Google Workspace, Zoom, Slack, and other communications channels for remote work
- Ability to work in an agile environment with consistently shifting priorities and goals
- Ability to be personable and approachable and to enthusiastically motivate peers, stakeholders, and members of the community

## Reporting + Organizational Relationships

This position will report directly to All Home's Chief Strategy Officer and will supervise a Data Analyst, expected to be hired in spring 2022 with involvement by the new Director of Regional Implementation.

All Home is an independent project operating under the fiscal sponsorship of Tides Center and its 501(c)(3) status. All Home staff are all officially employees of the Tides Center.

## Compensation & Classification

All Home is committed to paying competitive wages. Salary range is \$125,000-\$135,000, starting at mid-point if minimum years of experience are met. Through our fiscal sponsorship with the Tides Center, we have a competitive benefits package with health, dental, vision, and life insurances, matching funds for retirement, and more. This is a full-time exempt position.

## How to Apply

**Please submit a resume and cover letter to [jobs@allhomeca.org](mailto:jobs@allhomeca.org)**, and we encourage you to list your LinkedIn profile on your application. Your cover letter should express your interest in working at All Home and your qualifications for the role. **Priority will be given to applications received by Friday, Jan 28.** The position is open until filled.

## Hybrid Work Environment

All Home is committed to the safety of our staff and to facilitating connection and community with each other. All Home staff have been working from home, fully remotely, during March 2020-December 2021, with occasional in-person meetings. Starting January 2022, and subject to continuing evolution based on relevant health orders, we will have a hybrid workplace model defined by a combination of remote and in-person work. We have mandatory in-person all-staff gatherings each quarter. Staff will also be expected to attend other in-person meetings as needed. Starting in January 2022, employees will be able to use our limited office space on an occasional basis. This arrangement will continue to evolve.

## **COVID Vaccine Requirement**

All Home employees are required to confidentially show proof of COVID-19 vaccination as a condition of employment, unless the employee seeks and receives an accommodation due to a medical condition or sincerely held religious belief or practice.

## **Driving and Local or Domestic Travel**

The employee will be required to travel regularly to our office in downtown SF, to meet with partners throughout the region, and occasionally to conferences or events held in other regions of the U.S. Decisions on local and domestic travel will be based on what's possible and prudent given the evolution of relevant health orders.

## **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Physical demands include continual sitting, typing, and repetitive computer use for 8 hours a day. The position also requires frequent communication with others, including hearing and speaking clearly with individuals and groups, both in person and via phone and video calls.

## **Equal Employment Opportunity**

All Home is fiscally sponsored by Tides Center, an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions. We encourage and will consider for employment qualified applicants with arrest and conviction records.

## **Applicants with Disabilities**

Reasonable accommodation will be made so that qualified applicants who are disabled may participate in the application process. If you seek an accommodation, please advise in writing at the time you apply.