Job Announcement

Director, Regional Homelessness Prevention System
(Full-time, Exempt, $130,000-$140,000)

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 individuals and families with extremely low incomes. 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 Homelessness Prevention system will lead the expansion and implementation of a regional homelessness prevention system. The program will initially build on work in three to four counties, adding other areas as capacity and funding allow. The regional homelessness prevention initiative also involves grant-making to launch or accelerate efforts in the nine Bay Area counties to improve level of service, data-driven targeting of resources or implement programs aligned with best practices. This position will have a high degree of responsibility and autonomy, including responsibility for reports to funders and other stakeholders.

The ideal candidate will be a seasoned professional who has worked with policymakers, funders, and executive leadership, and who has extensive knowledge and experience in homelessness prevention, homelessness response systems, working with public sector and non-profits stakeholders, program design, and technology integration.

Key Responsibilities
● Develop new/expand existing collaborations with cities, counties and non-profit groups working on homelessness prevention, including program assessment and grant making.
- Lead design and implementation of regional prevention network
- Develop engagement plan with governments, non-profits, funders, and the business community to carry out a shared policy agenda and secure right-sized, sustainable federal and/or state funding for homelessness prevention
- Work with grantees and stakeholders to refine training curriculum and training sessions for network providers in robust housing problem-solving and homelessness stabilization methods, program administration, links to housing stabilization services, and other topics as needed
- Manage technology integration, system improvements, and integration with existing Homelessness Management Information Systems (HMIS)
- Foster and manage connections between homelessness prevention and economic mobility stakeholders, including oversight of pilot Jobs-Housing Connection project
- Internally work to integrate prevention framework into other work streams
- Perform other job-related duties as assigned or needed

Qualifications
- Bachelors degree or equivalent on-the-job experience
- Minimum 5-8 years management experience, including expertise in program design, program implementation, budgeting and general administration
- Minimum 5 years experience in homeless services, housing or other related field, with some direct service experience
- Experience with program assessment, improvement, and evaluating organizational capacity and competency; grantmaking experience would be a plus but not required
- Experience working in or with city and county governments on service delivery. Some public sector experience is preferable.
- Knowledge of homelessness prevention, anti-displacement, eligibility assessment and case management methods
- Knowledge of housing problem-solving, housing stabilization, and techniques to rapidly get people temporarily and permanently housed
- Ability to facilitate effective meetings with executive level stakeholders from a variety of sectors, e.g., city/county staff, elected officials, non-profit directors, funders
- Demonstrated expertise in developing and implementing programs, designing outcome metrics and system evaluations including assessment tools, data collection and analysis and report writing
- Excellent verbal and written communication skills
- Ability to establish a set of priorities based on identification of the most critical or outstanding issues and consistently adhere to deadlines in time sensitive matters
- Ability to work in a diverse environment with a racial equity focus
- Excellent critical thinking, 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

Reporting + Organizational Relationships
This position will report directly to All Home's Chief Impact Officer.

First posted August 22, 2022
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 $130,000-$140,000. 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 PreventionDirectorJob@allhomeca.org. Your cover letter should express your interest in working at All Home and your qualifications for the role; we encourage you to list your LinkedIn profile on your application. Priority will be given to applications received by August 31, 2022. Position is open until filled.

**Hybrid Work Environment**

All Home is committed to staff’s safety and to facilitating community with each other. Since January 2022, and subject to continuing evolution based on relevant health orders, we have a hybrid workplace with 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. Employees can also use our limited office space on an occasional basis.

**COVID Vaccine Requirement**

All Home employees must confidentially show proof of up-to-date COVID-19 vaccination as a condition of employment, unless they seek and receive an accommodation due to a medical condition or sincerely held religious belief or practice.

**Driving and Local or Domestic Travel**

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

**Physical Demands**

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

*First posted August 22, 2022*
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.