



Job Announcement

Black Prosperity Initiative Project Manager (Full-time, Exempt, \$110,000-120,000)

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 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 Black Prosperity Initiative Project Manager will lead community planning efforts to address the housing and economic challenges that have led to disproportionate rates of homelessness for Black people. The initiative's first pilot project, implemented along with local partner Village Connect, will build on, broaden, and lead a nascent community coalition in East Oakland and predominantly people of color neighborhoods in central Alameda County. The coalition will be charged with addressing housing, health impacts, economic opportunity and mobility for Black communities by decriminalizing poverty and increasing income throughout the region.

The ideal candidate will have experience working with Black organizations and leaders, particularly in the pilot geography, experience leading community coalitions and planning efforts, and strong facilitation, project management, and communications skills.

Key Responsibilities

- Lead a community-based planning effort to address the housing and economic challenges that have led to disproportionate rates of homelessness for Black people, beginning with a pilot project in Oakland and central Alameda County, co-created with local partner Village Connect

- Broaden an existing community-based coalition to ensure it addresses acute challenges of unsheltered homelessness while also working upstream to stabilize extremely low-income Black households from falling into a crisis
- Develop and manage an advisory committee, including establishing and implementing appropriate governance responsive to community desires and funder requirements
- Facilitate community processes and coalition meetings
- Hire, coordinate, and supervise community navigators to support program activities
- Support development and implementation of housing training module developed by a major coalition partner
- Support community needs assessment to guide program based on community priorities
- Contribute to grant reporting and support fundraising beyond pilot period
- Conduct project management, strategic program, and administrative activities
- Foster strong relationships with people of diverse backgrounds and professional experiences; empathize deeply with coalition partners to understand, prioritize, and develop mechanisms to help them meet their own needs

Qualifications

- At least 5 years of relevant experience, including experience leading community coalitions and planning efforts in the Black community
- Strong understanding of the intersections of racial, economic, and gender justice impacting housing, homelessness, economic development, and anti-poverty efforts, and the systems and structures that cause ongoing harm in these areas
- Experience creating and facilitating programming responding to community and funder needs and adapting to fit both in-person and virtual formats
- Ability to lead collaborative efforts internally and externally, convening groups with clear purpose and objectives and facilitating long-term initiatives that achieve tangible results
- Strong interpersonal skills and ability to build relationships with diverse individuals, organizations, and communities
- Ability to see and manage power and privilege dynamics in a group and create a process where all are valued, feel cared for, and contribute
- Personal integrity and commitment to racial equity, with the ability to engender trust, credibility, and confidence across racial, economic, and geographic differences.
- Strong project management skills; highly organized and able to manage multiple streams of work with diverse partners of varying levels of engagement
- Self-starter with significant initiative, intuition, autonomy, and drive; comfortable working with the messiness of an evolving effort
- Ability to manage up within an organization and work collaboratively through other team members
- Excellent facilitation and listening skills, and strong oral and written communication skills
- Fluency with MS Office suite (particularly Excel and PowerPoint), Google Workspace, Zoom, Slack, and other communications channels for remote work

Reporting + Organizational Relationships

Within All Home, this position will report to All Home's Chief Strategy Officer. For the pilot project, the position will coordinate day-to-day activities with the Executive Director of

Village Connect. 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 \$110,000-120,000, 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 BlackProsperityJob@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. **Position is open until filled; we will start reviewing applications on November 28.**

Hybrid Work Environment

All Home is committed to our staff's safety and to facilitating connection and community with each other. Since March 2020, we have been working from home with occasional in-person meetings. Starting 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, and 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 are required to confidentially show proof of an 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 November 10, 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.