



Job Announcement

Research Analyst

(Full-time, Exempt, \$110,000-130,000)

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 Research Analyst will support implementation of All Home's core policy initiatives, with a particular focus on the Regional Action Plan (RAP). The analyst will be a core member of the Technical Assistance program working directly with local governments to build infrastructure around systems planning and coordination within homelessness response systems. The analyst will also work across teams to support analytical needs in homelessness prevention, workforce development, legislative advocacy, and other initiatives.

The ideal candidate will have experience in California housing or homelessness policy or programming working as an analyst, researcher, and/or program manager, and will be familiar with how programs are implemented at the state, county, and/or city level.

Key Responsibilities

Responsibilities will be diverse, complex, and will evolve over time. On any given day, the analyst may:

- Analyze housing and homelessness prevention needs in Bay Area counties, conduct gap analyses to determine the added investment and inventory required to implement

strategic plans, and strategize funding opportunities based on existing resource realignment and outside funding opportunities from federal, state, and local governments and private philanthropy

- Collaborate with government partners to identify and collect performance measures, workload measures, financial metrics, and other data points required to model and evaluate the programmatic and financial needs for each jurisdiction to meet strategic goals
- Facilitate workshops and discussions with county and city staff and community-based organizations to assist in operational and financial planning to meet strategic goals, including the preparation of memos, reports, literature reviews, and other educational materials to inform and persuade public officials and community leaders
- Provide analytical support to inform All Home's advocacy, outreach, and programmatic efforts; help to creatively identify, track, and interpret metrics for internal evaluation of the organization's impact
- Monitor local policy making and programmatic innovations across the region and state to identify best practices and track alignment with All Home strategic priorities
- Contribute to the development of new analytical tools aimed at supporting local jurisdictions in their strategic planning and resource allocation processes
- Perform other job-related duties as assigned or needed

Qualifications

- Bachelor's degree in urban/regional planning, the social sciences, business or public administration or a relevant field; alternately, an Associate's degree plus two additional years of relevant work experience can be substituted for a Bachelor's degree
- Minimum 3-5 years relevant experience performing analytical or administrative work in the public, academic, or nonprofit sectors, preferably in housing or homelessness
- Experience taking ownership over data analytics, including: identifying data needs; cleaning, sorting, and analyzing data sets; preparing observations and recommendations in written deliverables; and presenting analytical findings through data visualization
- Demonstrable knowledge of at least a few of the following subject matters:
 - HUD and other federal and state funding sources and regulations
 - Homelessness and housing datasets, their methods of collection and limitations.
 - Federal, state and local safety net programs and entitlement programs
 - Current State of California programs and departments related to housing, 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.
 - Public administration, particularly at the state and local levels, of policy pertaining to housing and homelessness, including budgeting, program administration, and institutional structures and authority.
 - Bay Area political environment; experience working in the nine Bay Area counties a plus
- Ability to engage in continued conversations about justice, equity, diversity, and inclusion, with a racial equity focus, and to apply those conversations to daily work

- Excellent verbal and written communication skills, with the poise and confidence to communicate with a wide audience including public officials, community leaders, and the general public
- Strong project management, time management, planning, and prioritization skills
- Ability to work in agile environments with consistently shifting priorities and goals
- Fluency with Google Workspace, MS Office suite (particularly Excel and PowerPoint), Salesforce, Slack, Zoom, and other applications for remote collaboration; proficiency in Tableau or other interactive data visualization tools a plus

Reporting + Organizational Relationships

This position will report directly to All Home's Director of Research and Evaluation.

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-\$130,000. 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 ResearchAnalystJob@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 19, 2024.** Position is open until filled.

Hybrid Work Environment

All Home has a hybrid workplace where employees do both remote and in-person work. We have mandatory in-person all-staff gatherings at least once per quarter and staff are required to attend other in-person meetings as needed. Employees can also use our limited office space in downtown San Francisco.

Preference will be given to candidates already based in the Bay Area. Exceptional applicants from outside the region may be considered, provided they plan to relocate to the Bay Area and participate in required in-person meetings and events. This position's workplace will be our office in downtown San Francisco, even if the employee chooses to spend a majority of their workdays from their home office.

Physical Requirements

This position requires regular computer use for up to 8 hours a day and frequent communication with others via video-conference, phone calls, and in-person. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Driving and Local or Domestic Travel

The employee must have a valid driver's license and be able to travel periodically: to our downtown SF office, to meet partners throughout the region, and/or to conferences or events held in other regions of the U.S.

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.