



Job Announcement

Senior Program and Partnership Manager, CA Jobs First (Full-time, Exempt, \$125,000-\$145,000)

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 Senior Program and Partnership Manager, CA Jobs First will be responsible for driving and supporting execution of strategic initiatives, managing and developing strategic partnerships that enhance All Home's Economic Mobility work through convening the Bay Area Jobs First Collaborative as part of the California Jobs First Regional Investment Initiative.

All Home was selected by the State to serve as Convener for the Bay Area Jobs First Collaborative, including a 21-organization Steering Committee, charged with developing a region-wide economic development plan that moves the Bay Area toward a carbon-neutral economy, while also creating high-road jobs that are prioritized for the region's disinvested communities. The Bay Area Jobs First vision is to re-envision regional economic development planning, centered around the values of equity, high-road employment, sustainability and climate resilience, and shaped by workers and impacted community members themselves. For more information about the Bay Area Jobs First Collaborative, please visit <https://www.allhomeca.org/california-jobs-first/>.

The Senior Program and Partnership Manager, CA Jobs First will be part of the Economic Mobility team and be responsible for establishing, managing and strengthening partnerships for short and long term engagement, drive results through partner collaboration and manage complex project deliverables.

The ideal candidate will have experience building partnerships with new and existing stakeholders, managing large-scale programs, exceptional organizational skills, attention to detail, and keen ability to communicate effectively with multiple stakeholders at varying levels of seniority.

Please note: This role is funded through September 2026. While it is All Home's plan to pursue additional funding and to continue work that results from the California Jobs First initiative, no guarantees can be given that this role will continue past September 2026.

Key Responsibilities

- Build and maintain strong relationships with internal and external stakeholders including but not limited to CBO's, labor organizations, government agencies, labor councils, business groups, economic development groups, city and state offices and departments, e.g., SF Office of Economic and Workforce Development and the California Governor's Office of Business and Economic Development.
- Serve as the primary point of contact for the Collaborative, maintaining strong, long-term relationships. Manage and resolve any issues that arise with partners to ensure smooth operations.
- Driving consensus amongst stakeholders groups with varying sets of priorities
- Lead outreach opportunities for stakeholders to get involved in the Collaborative's work, including but not limited to managing partnerships with Catalyst Program awardees and identifying and leveraging new opportunities within existing partnerships to advance goals.
- Develop strong understanding of potential partner ecosystems to establish good partnerships in alignment with the Bay Area Jobs First principles and All Home initiatives.
- Oversee the performance and success of contracted Jobs First Catalyst projects by ensuring that projects are advancing the goals of the program and regularly reporting on progress internally, to the Steering Committee, and to the broader Collaborative.
- Develop and lead process for recruitment of subject matter experts to identify funding opportunities in target-specific sectors and support overseeing the roles once selected.
- Regularly report on program status, key milestones, and outcomes to team and leadership, providing clear and actionable insights and making adjustments as needed with competing priorities.
- Evaluate the need for additional capacity or capability in the delivery against specific milestones, e.g., gap in specialist knowledge or lack of current stakeholder engagement.
- Attend quarterly in-person all staff retreats, occasional in-person trainings, several in-person collaborative meetings, and other in-person events each year as needed.

- Perform other duties as assigned.

Qualifications

- Minimum 4-6 years relevant experience in program and partnership management.
- Proven experience leading teams and supervising staff.
- Excellent project management skills with the ability to handle multiple priorities in a fast-paced environment, Experience with program management of complex programs.
- Dynamic, proactive, and collaborative leader who is self-driven, highly reliable, and is able to discern emerging issues and concerns among diverse stakeholders.
- Advanced planning and organizational skills, with the ability to manage stakeholders across government, private and non-profit sectors.
- Familiarity with/knowledge of and experience in economic and community development preferred.
- 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 communication, interpersonal, and problem-solving skills.
- Fluency with Google Workspace (Gmail, Calendar, Drive/Docs/Sheets), MS Office suite (particularly Excel and PowerPoint), Salesforce, Slack, Zoom, and other applications for remote collaboration.
- Fluency with project management tools.

Reporting + Organizational Relationships

This position will report directly to All Home's Director of Housing and Economic Strategy and will supervise the Program Manager, CA Jobs First role.

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-\$145,000. 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 SrMgrCAJobs1st@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. Applications will be reviewed on a rolling basis and this position is open until filled.

Research has shown that women and people from marginalized groups may not apply for a role if they aren't a 100% match. Please don't hold back. If you think you'd excel in this role, please apply, even if you don't tick every box. We'd appreciate the opportunity to consider your application.

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.