

Senior Analyst or Attorney (Criminal Legal System Intersections)

Description

We are seeking a Senior Analyst or Attorney to join the Homebase team. At least 50 – 75% of this position’s time will be focused on Homebase’s initiatives at the intersections of homelessness/housing and the criminal legal system.

Homebase’s Criminal Legal System Initiative (CLSI) seeks to disrupt the cyclical relationship between homelessness, housing instability, and the criminal legal system through cross-sector partnerships and mutual awareness and collaboration. Our work helps partners bridge gaps between systems, encouraging deeper collaboration across all relevant sectors to ensure that homelessness and housing insecurity are no longer drivers of incarceration and social injustice.

The compensation range for this position is \$87,500 – 94,000 DOE. Staff with more extensive relevant experience will be considered for a Senior II Analyst or Attorney (\$99,000 – 105,000+ DOE). In addition to a competitive salary, we offer comprehensive benefits, including a 403(b) match, health insurance, and generous PTO.

About the Position

Homebase Senior Analysts and Attorneys lead our hands-on work supporting communities across the country to design and implement solutions to homelessness.

This position will work closely with the Criminal Legal System Initiative Strategy Lead, the Homebase Executive Director, and a diverse team of internal and external partners to increase and effectively deploy resources, provide technical assistance, and support communities to improve outcomes for people impacted by the criminal legal system and decrease criminal legal system exposure through housing. This is a dynamic position with room to grow at a flexible and supportive organization.

The position will also contribute to Homebase’s broader technical assistance work, supporting communities nationally to design and implement strategies to end the crisis of homelessness and housing instability.

This position has the option to be remote. For those candidates located in the San Francisco Bay Area, the Homebase’s main office is based in downtown San Francisco. Our current office policy is flexible and most staff are choosing to work remotely.

About Homebase

Homebase is a national nonprofit dedicated to the social problem of homelessness. Our mission is to end homelessness, prevent its recurrence, and decrease its effect on communities. We work at the local, state, and national levels to support communities in

designing systems and implementing responses to homelessness while fostering collaboration and collective impact in addressing its political and economic causes.

Our work requires acknowledging and addressing the fact that people of color, especially Black and Indigenous people, experience homelessness at dramatically disproportionate rates. Recognizing that this is a result of systemic, intersectional inequities, we believe it is crucial as an organization to promote racial equity and anti-racism throughout our work. We are committed to ensuring equal opportunity and a workplace environment that is diverse, equitable, inclusive, and fosters a sense of belonging for all our team.

Responsibilities

- Working closely with the CLSI Strategy Lead and Executive Director to provide thought leadership and strategic vision for the Criminal Legal System Initiative, and subject matter expertise and support for Homebase's team of passionate and experienced policy analysts, attorneys, and homelessness technical assistance specialists.
- Supporting impactful initiatives with diverse partners at the national, state, and local levels to identify and scale best and promising strategies to address the housing needs of people impacted by the criminal legal system through intersectional lenses of racial justice, housing, and homelessness.
- Conceptualizing, planning, and facilitating dynamic action planning processes, capacity building, data analyses, local initiatives, and convenings across systems and programs to build capacity, buy-in, and local partnerships.
- Leading creation of high-quality written, visual, and data-informed tools for local and national audiences. Examples include workshop curricula, one-pagers, conference presentations, toolkits, and other training and resource materials.
- Training key partners – including from the criminal legal system, housing and homeless response, and other adjacent system partners – about best practices, program models, and regulations to educate and inform local decision-making processes that advance equity and impact.
- Supporting development of impactful proposals and scopes of work, staying apprised of local, state, and national developments and opportunities, and managing implementation for assigned projects.
- Managing a dynamic array of projects, project teams and clients with our collaborative team of homeless and supportive housing experts.

Qualifications

Successful candidates ideally possess:

- At least 5+ years' experience leading programs, planning, and initiatives to support persons impacted by housing instability or the criminal legal system.
- Personal or professional knowledge of the impacts of the criminal legal system and its relationship to housing instability and homelessness, and intersectional housing or justice access issues, including within housing, health, education, child welfare,

immigration, prison, jail, public health, law enforcement, or legal systems.

- Strong project management skills and experience cultivating collaborative internal and external partnerships with diverse partners from different backgrounds to identify and advance strategic opportunities for meaningful impact.
- Able to thrive in a warm and supportive team-based environment committed to organizational values of diversity, equity, inclusion, and belonging, and embracing anti-racism.
- Excellent communication skills (oral and written), including public speaking and facilitation experience, strong analytical capabilities and enthusiasm for breaking down and explaining complex ideas to a variety of audiences.
- Attention to detail and ability to develop and advance strategic priorities and effectively manage a dynamic array of staffing, multiple ongoing projects with strict deadlines, knowledge management, and collaboration across teams.

Homebase prefers candidates with:

- Demonstrated commitment to the public interest and passion for addressing homelessness and poverty.
- Experience developing anti-racist programs and systems and conducting community planning processes reflecting core principles of equity and inclusion.
- Experience with state and local governmental agencies, or housing and homelessness, healthcare, behavioral health, or criminal legal systems and programs.
- Special consideration will be given to applicants with lived experience of housing instability, homelessness, or exposure to the criminal legal system.

To develop transformative solutions to homelessness, Homebase believes in centering the individuals and communities most impacted by its structural causes — including people of color, people with lived experience of poverty, people with disabilities, and those who identify as LGBTQ+ and GNC. We strongly encourage applications from people with these identities or who are members of other historically marginalized communities.

We encourage you to apply, even if you are not sure you meet all of these qualifications. You may have knowledge and experiences not specifically listed here that would support our mission, and we would love to see your application!

To Apply

Please email cover letter, resume, and at least three references to jobs@homebaseccc.org. Positions open until filled.