

# Senior Data Analyst

## Description

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We are seeking a Senior Data Analyst to join our Research, Evaluation & Data Initiative (REDI) team.

The Senior Data Analyst is a strong applied mixed methods researcher who will focus on supporting, enhancing, and expanding our quantitative and qualitative approaches to analyze data, design research, and implement evaluation processes to assess and build community capacity to respond to homelessness across California and nationally. The ideal candidate has experience with research and evaluation in the homelessness space, particularly knowledge of HMIS and the HUD Continuum of Care Program.

Compensation for this position starts at \$95,000 – 117,000, with exceptions for extensive relevant experience. In addition to a competitive salary, we offer comprehensive benefits, including a 403(b) match, health insurance, and generous PTO.

This position has the option to be remote. For those candidates located in the CA Bay Area, Homebase's main office is based in downtown San Francisco, though most staff are currently working remotely.

## About the Position

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The Senior Data Analyst will work closely with our Data and Evaluation Lead on work supporting communities nationally to design and implement solutions to homelessness. Reporting to the Director of Strategy and Evaluation, the position will be responsible for a portfolio of data-focused projects across our organization, including conceptualizing, planning, and facilitating mixed-methods data analyses to build capacity, buy-in, and local partnerships; completing targeted data analysis to align with the constraints of the limited capacity and resources of the social service entities we work with; and providing subject matter expertise and capacity-building support for Homebase's team of passionate policy analysts, attorneys, and homelessness technical assistance specialists.

This is a dynamic position with room to grow at a flexible, fun, and supportive organization, working closely with a diverse team of internal and external partners to increase and effectively deploy resources, provide technical assistance, and leverage evidence-based strategies to end the crisis of homelessness.

## About Homebase

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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

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- Working closely with the Data and Evaluation Lead and Director of Strategy and Evaluation to provide thought leadership and strategic vision for our quantitative and qualitative data work through the Research, Evaluation & Data Initiative (REDI).
- Engage in community-based research, data, and evaluation work in social services settings that requires balancing rigorous data collection, analysis, and application with the needs and constraints of community partners.
- Support project teams of technical and non-technical staff to conduct impactful, equity- and trauma-informed qualitative and quantitative processes for Homebase mixed methods analyses. This includes, for example:
  - Collaborating on proposals and work plans, participating in project team meetings, and supporting the development of surveys, focus group protocols, and methodologies for data analyses.
  - Supporting coordinated entry evaluations, system landscape/gaps analyses, system and program performance evaluations, and development of strategic plan metrics to support communities in strengthening their homelessness systems of care.
  - Designing and implementing cutting edge research, evaluations, and gaps analyses to identify promising and best practices in community programmatic and systemic responses to prevent and end homelessness.
  - Supporting effective processes for quality assurance and consistency across projects and teams, harnessing economies of scale, and building capacity in the Homebase team to leverage data to deepen impact.
  - Synthesizing and presenting key takeaways from data analyses to educate non-technical audiences and inform local decision-making processes that advance equity and impact.
- Build capacity in Homebase team and our community partners to use their data to deepen impact. This includes:
  - Supporting homelessness service system and program leadership across the country to understand and leverage their HMIS, System Performance Measures, and other local data to understand their system, celebrate successes, and identify opportunities for system and program strengthening.
  - Lead creation of high-quality written, visual, and data-informed tools for local and national audiences. Examples include research reports, one-pagers, dashboards, conference presentations, toolkits, and other training and resource materials.

- Support the Data and Evaluation Lead to ensure adequate organization-wide protections, data privacy and security standards for PII, including data from human services data systems; may include responsibility for securing IRB approval and management of IRB reporting and compliance when needed.

## Qualifications

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Successful candidates ideally possess:

- Experience or education equivalent to PhD or Master’s degree (e.g., public policy, social sciences, urban studies), with at least 3+ years’ additional experience leading quantitative and qualitative research/evaluation of public policy programs, including data management, analysis, and report production.
- Extensive experience in statistical analyses used in social policy research and program evaluation with expertise in statistical software package(s) required (e.g., R, SPSS, STATA, Python, or other software will be considered).
- Ability to communicate effectively and cultivate collaborative internal and external partnerships with diverse technical and non-technical staff, clients, and partners from different backgrounds to identify and advance strategic opportunities for meaningful impact.
- Strong project management skills, with experience developing and leading project teams in implementing project workplans that are aligned with client and community needs and timelines.
- Ability to foster a warm and supportive team-based environment committed to organizational values of diversity, equity, inclusion, and belonging, and embracing anti-racism.
- 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 evaluating homelessness or anti-poverty programs strongly preferred; knowledge of HMIS and the HUD Continuum of Care program would be a very strong plus.
- Extensive experience with data visualization, including with Tableau, and development of analytics reports for diverse audiences would be a strong plus.
- Experience developing anti-racist programs and systems and conducting community planning processes reflecting core principles of equity and inclusion.
- Special consideration will be given to applicants with lived experience of housing

instability, homelessness, and/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

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Please email cover letter, resume, and at least three references to [jobs@homebaseccc.org](mailto:jobs@homebaseccc.org). Positions open until filled.