ORGANIZATIONAL OVERVIEW

WHO WE ARE

We Are In (WAI) is a strategic initiative recently formed by a coalition of civic leaders representing housing and homelessness advocacy organizations, people with lived experience of homelessness, and philanthropic and business organizations. The focus of WAI is to bring together diverse external stakeholders to closely partner with government on advancing solutions to homelessness in King County that are racially equitable, community-driven and data-informed. Our goal is to reduce and ultimately end:

- the number of people experiencing homelessness in Seattle and King County
- racial disproportionality in who is impacted by homelessness; and
- fragmentation in our community's response to homelessness

COMMITMENT TO EQUITY

Black, Indigenous, and people of color disproportionately experience homelessness due to historical and systemic racism. We cannot address homelessness without addressing racism at its roots and the trauma it continues to perpetuate. We set universal goals to end homelessness and pursue targeted solutions to achieve these goals. Our racial equity work does not stop there. We are committed to building an internal culture that challenges racism within our organization.

Individuals identifying as Black, Indigenous, people of color, having lived experience with homelessness, and/or LGBTQ are strongly encouraged to apply. Further, in our effort to conduct an inclusive search for qualified candidates, this position does not require an advanced degree. Educational attainment will be considered along with other experience.

KEY RESPONSIBILITIES

As the Data & Impact Director you will…

General expectations

- Ground your work in racial equity and social justice- this means, using an anti-oppression/anti-racist lens to all facets of fundraising, content creation, and engagement
- Acquire and maintain a detailed knowledge of We Are In's policies, principles, and strategies, and keep up-to-date with relevant developments

Data and Impact work group

- Co-facilitate regular (approximately monthly) meetings of the Data & Impact Work Group, whose purpose is to implement innovative data and impact strategies to advance We Are In's

work to reduce homelessness. Work with the Work Group Co-Advisors to develop the agenda and materials

Build data-related partnerships and aligned measurement
- Connect with other data-related initiatives, work with data-related partners (such as Tableau) who want to be involved in the work, in order to keep up on what else is going on in the community and shepherd alignment of measurement in the homelessness space
- Coordinate with leaders in the homelessness sector, especially people with lived experience of homelessness, We Are In team members and other data experts to align, incorporate and share best practices around equity-centered approaches to data sourcing, analysis, and storytelling
- Co-develop and manage the data sharing agreement between KCRHA and We Are In to allow access to HMIS data.
- Coordinate with data and impact staff at partner organizations, particularly the King County Regional Homelessness Authority, to identify quantitative and qualitative data metrics, design methodologies, and test analyses and data visualizations
- Incorporate intersectional data from adjacent sectors including education, criminal-legal, and public health systems to provide a more comprehensive picture of the challenges affecting people experiencing homelessness and the potential interventions needed

We Are In strategy and implementation
- Collaborate with We Are In staff and stakeholders to establish goals to measure (quantitative and qualitative evidence) the effectiveness and success of WAI strategies and assist with target setting
- Collaborate with WAI staff to develop strategies informed by quantitative and qualitative data, with particular focus on communications, advocacy, and grantmaking strategies, as well as evaluation and grant reporting
- Produce dashboards, slides, reports, or other engagement opportunities that make the data and insights accessible to diverse audiences (e.g. people with lived experience of homelessness, philanthropy, business, government, non-profits, general public, etc.)
- Manage the collection, quality, protection and analyzation of data to develop insights and surface implications

QUALIFICATIONS AND EXPERIENCES

Anti-racism
- Proven experience centering and giving power to the voices of people and groups often underserved and underrepresented, namely people with lived experience in homelessness
- Be personally committed to racial equity, anti-racism, and personal growth
- Have direct experience working with historically marginalized communities

Data sourcing & impact analysis
- 7-10 years of experience working with qualitative and quantitative data and assessing impact
- Experience setting goals and identifying metrics for systemic change in a collaborative environment
- Experience with data collection processes to measure strategy progress

- Experience working with external partners to collect and validate analyses (both quantitative and qualitative)
- Significant experience of working with large datasets of confidential (i.e. personally-identifying) data to develop short summaries and recommendations to diverse stakeholder audiences
- Knowledge of and experience applying equity-centered approaches to data sourcing, analysis and communication -- understanding of the value and applications of both quantitative and qualitative data to inform decision making
- Experience with providing technical assistance and / or coaching for organizations and individuals on how to interpret data analyses, use data for decision-making
- Experience pulling from publicly-available databases; data management; and dashboard/figure development for strategy insights
- Plus for candidates with existing expertise in homelessness data access and use (i.e. HMIS system)
- Plus for candidates familiarity in predictive and statistical model development, especially for target setting and estimating impact
- Plus for candidates with experience working with databases from education, public health, criminal-legal, and other "adjacent" systems

Facilitation
- Experience in developing meeting agendas in partnership with diverse stakeholder groups as part of a collective action approach
- Experience facilitating engaging and participatory convenings with representatives from diverse stakeholder groups
- Experience in driving consensus with diverse stakeholders using a "servant leadership" approach
- Skilled active listener and ability to ask questions in order to break down a problem into manageable pieces and draw out input from participants to evaluate a problem/topic from multiple perspectives
- Ability to provide direction with a clear end goal and the milestones to be achieved along the way
- Ability to make adjustments on the fly
- Proven experience building group culture, rapport and trust

Project management
- Strong project management and organizational skills
- Demonstrated experience leading multiple projects
- Ability to be self-directed, take ownership, and see projects to completion in a timely manner
- Lead development of data sharing agreement (DSA) and MOU between KCRHA and WAI in collaboration with the Community Impact Team at KCRHA

Sector knowledge
- Possess an understanding of the complexity of homelessness and housing challenges affecting King County and understands the diverse perspectives of varying stakeholders within the region
- Experience working in sectors such as homelessness, criminal justice, foster care, or other similar sectors where you have formed partnerships with people with lived experience within those systems

- ○ *Preferred* lived experience of homelessness
- ○ *Preferred* experience within homelessness sector in King County

Culture / work environment
- Ability to work well within a cross-functional team environment and ability to receive and synthesize feedback from multiple audiences in a collaborative manner
- Experience working in collective impact environments involving multiple stakeholders and navigating complex bureaucracies
- Experience with bureaucracy and heavily matrixed positions
- Be enthusiastic for We Are In's mission and a desire to help us achieve our goals

Technical
- Expert in data analysis and communications tools such as Microsoft Excel, Tableau / PowerBI, PowerPoint, and other visualization software
- Plus for candidates with experience using SQL, Python, R, SPSS, IBM or similar to develop data queries and/or complete statistical analysis

COMPENSATION AND BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional travel. The expected annual salary is $120,000. This position can be fully remote (within Wahington state). We Are In is physically housed in the Building Changes office space at the Pacific Tower Building, in Seattle's Beacon Hill neighborhood, and will be eligible for the benefits of BC staff. This includes excellent health, time off, retirement and other benefits. Medical and dental insurance are offered through Kaiser Permanente.

HOW TO APPLY

Apply here: Please submit Cover Letter and Resume or CV to jobs@buildingchanges.org