

WE ARE IN & KING COUNTY REGIONAL HOMELESSNESS AUTHORITY DATA ENGINEERING LEAD OPPORTUNITY

BASIC INFORMATION

Job Title: Data Engineering Lead (contract/consultant)

Salary: hourly rate (\$125-175/hr, D.O.E.)

Status: Hourly (30-40 hrs/wk, 6 mo. initial contract)

Supervisor: WAI Director of Data & Impact

Location: Hybrid remote & in-person (King County)

Deadline: application review starting Feb 8

ORGANIZATIONAL OVERVIEW

WHO WE ARE

We Are In is a strategic initiative recently formed by a coalition of civic leaders representing housing and homelessness advocacy and faith-based organizations, people with lived experience of homelessness, and philanthropic and business organizations. The focus of We Are In 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

This position will be embedded within the King County Regional Homelessness Authority (KCRHA), working closely with the Community Impact team at KCRHA, and will report to the Director of Data & Impact at We Are In. KCRHA and We Are In are working closely together on development of a community-wide by-name list.

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

We Are In and King County Regional Homelessness Authority are seeking a leader with strong technical and communication skills to support our community's innovative, data-driven approach to ending homelessness. This person will play a critical role in building a new type of data system and setting the future direction for information technology infrastructure at KCRHA.

Technology and data are seen as key to the work by leaders in our field and will be well-resourced. The role is currently set as a 6-month contract/consultant position, but may have the opportunity to become full-time in the future, depending on the outcomes of strategic planning work that is underway and funding.

As the Data Engineering Lead you will...

General expectations

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

Responsibility Expectations

KCRHA holds an ongoing commitment to using modern, effective data tools to drive progress on their mission. KCRHA is still a young organization and so, in their journey to become a technical leader in the efforts against homelessness, they are seeking a passionate engineer to define and accelerate that journey. This means that, while the role is technical at its core, they are looking for someone who is excited by the prospect of designing and growing our technical capabilities and team as they and the data needs grow alongside you. You will have a certain amount of input in what this role looks like and how it evolves, but to start it will include:

- Own and monitor KCRHA's cloud data infrastructure and the applications and integrations built on it. This will require close collaboration with KCRHA IT staff and vendors.
- Collaborate closely with technology partners, such as Microsoft and Slalom, to manage and iteratively expand available technical products and features to help KCRHA in our mission
- Serve as KCRHA's resident technical expert in the areas of cloud data architecture/security, database management, data integration, and technical product development for planning and strategy collaboration
- Identify opportunities for KCRHA to expand and harden their technical capabilities/resources and help drive the implementation of these changes. This might include policies, products/technology, team growth and structure, or any other areas you see possibilities for evolution.

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 Engineering Experience

- 3+ years of data engineering experience
 - *Preferred* - experience working with administrative data systems such as HMIS or others in human services, education, public health, and/or criminal-legal system

- Strong, hands-on experience in data processing technologies including data modeling, data lake, and data warehouse
- Deep experience working in common data scripting languages (Python, Scala, R, etc.)
- Experience building pipelines with data integration tools (any ETL tool, but ideally Azure Data Factory or Azure Synapse) to pull from multiple data sources, including public data systems (e.g. HMIS, census, federal health, weather, etc)
- The ideal candidate would also have at least some of the following:
 - Azure certifications and experience (e.g. Azure Fundamentals or Azure Data Fundamentals)
 - Knowledge of Google's Looker platform (especially accessing data via API)
 - Knowledge of Azure Synapse Analytics

Other Technical Experience

- Experience working as part of a development delivery team. *Preferred* – Dev lead experience
- Experience in secure cloud data architecture and management. We regularly work with sensitive and personally-identifiable data and instituting proper safeguards to protect data and treat it with appropriate dignity and respect is crucial
- Experience deploying code from development/test environments up through production via manual and automated (CI/CD) promotion
- *Preferred* – Experience working with Azure DevOps for code and work management

Sector Knowledge

- *Preferred* - Demonstrate an understanding of the complexity of homelessness and housing challenges affecting King County and understands the diverse perspectives of varying stakeholders within the region
- *Preferred* - 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

Culture / Work Environment

- Ability to work well within a cross-functional team environment and engage effectively with collaborators of widely varied technical fluency
- *Preferred* – Comfort translating program needs into technical architecture and technical concepts and limitations to program-minded collaborators
- *Preferred* – Experience working within complex organizations with wide stakeholder audiences
- Be enthusiastic for our mission and have a desire to help us achieve our goals

LOCATION

This position can be fully remote (within Washington state) although there will be some in-person meetings in King County. We Are In is physically housed in the Building Changes office space at the Pacific Tower Building. KCRHA is physically housed in Pioneer Square. All WAI and KCRHA staff and contractors are required to show proof of Covid-19 vaccination.

HOW TO APPLY

Please submit a letter of interest that explains your relevant experience and interest in the position, your proposed contractor rate, and your resume to margaret.woley@wearein.org.