

PROGRAM ANALYST JOB POSTING

The Mission, Vision, and Values of Sacramento Steps Forward (SSF) is to end homelessness through leadership, convening partners, data-driven best practices, and improving system performance. Our vision is an equitable community where everyone has a safe place to call home. With focus on Equity, Transparency, Continuous Learning, Human-Centered, Community-Inspired Solutions.

The Program Analyst supports the coordination and management of resources by providing analysis and recommendations for improvement. The coordinated access and coordinated entry systems allows users to connect people experiencing homelessness efficiently and effectively to programs and services that aim to rapidly resolve their housing crisis. This position will support the Planning Director in developing and implementing programs and policies and supporting a variety of stakeholders countrywide.

SSF embraces technology to develop ongoing efficiencies. Currently the office is remote and is looking to be a hybrid operation in the future. This position will be required to report to the office periodically.

Evidence of COVID-19 vaccination will be required as a condition of employment and is mandatory for all SSF staff- full-time, part-time, and independent contractors. Vaccination documentation must be provided to SSF no later than the first day of employment. Vaccination information is completely confidential between the staff member and HR. Reasonable accommodations will be considered as needed.

Essential Duties and Responsibilities: include the following. Other duties may be assigned.

- Conducts professional level research and analysis on model-programs, new and emerging practices, and best practices to ensure SSF is implementing and supporting effective programs and services.
- Creates various tracking tools and documents to support the coordinated systems (CS) team and subcontractors.
- Develops evaluation metrics for coordinated access system (CAS) programs.
- Prepares a variety of written and oral reports, staff memorandum, and draft policies.
- Prepares contract terms and conditions, and contracting policies and procedures for subcontractors.
- Designs, tests, and executes new coordinated systems procedures.
- Creates and makes presentations to the Continuum of Care (CoC) Board committees and SSF staff on countrywide coordinated systems issues and materials.
- Keeps abreast of and evaluates Federal, State, and local legislative and regulatory proposals related to homeless services for impact to the coordinated systems department.
- Responds to a variety of information requests from both inside and outside the organization.
- May act as a project leader for a specific assignment which may include coordination with CS team members, other SSF staff, and outside consultants.
- Persuades, justify, and project consequences of decisions and recommendations.
- Provides ongoing program monitoring and support, as needed.
- Participates in Continuum of Care (CoC) meetings.
- Supports in the ongoing expansion and development of the CAS/ CES system.
- Establishes cooperative relationships with those contacted in the course of work.

Other Responsibilities

- Regular, predictable attendance is required.
- Ability to get along and work effectively with others.

Ideal candidates will possess the following knowledge, skills and abilities:

- Familiar understanding of the homeless management information system (HMIS), the CoC and the coordinated entry system (CES).
- Knowledge of other systems (benefits/ entitlement programs, behavioral health, affordable housing, etc.)
- Strong written and oral communication skills.

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- Demonstrated commitment to honesty, integrity, and transparency.
- A deep passion for working with people experiencing homelessness.
- Experience with the following software: Google Suites, Microsoft Office, and Asana.

Education and/or Experience:

Preferred Master's degree (M.A.) or equivalent in public administration, public policy, social work, or another relevant field. Minimum of two years of experience in relevant work area. Master's degree can substitute for one year.

Compensation and Benefits:

Compensation range \$31.00 - \$35.00, hourly.

Full-time, non-exempt position with benefits; health, dental, and vision, 401k, accrued time off and paid holidays.

To Apply:

If you qualify, please submit your application, cover letter, and resume to jobs@sacstepsforward.org; once submitted we will be in contact with you. You will find the employment application [HERE](#).

The position will be open until filled. Please do not contact Sacramento Steps Forward Directly. No phone calls or personal visits will be accommodated without an appointment. Staffing and recruiting agency please do not respond.

We strive for inclusivity, equity, and diversity by attracting extraordinary people from diverse backgrounds and lived experiences. We seek to employ an all-star team of people who vary by their race and ethnicity, gender identity, sexual orientation, nationality, age, culture, religion, veteran status, physical and mental abilities. We promote equal opportunity in the recruitment, selection, training, compensation, promotion, and benefits of all employees.

Sacramento Steps Forward is committed to the principles of being an equal opportunity employer. Sacramento Steps Forward organizational policies, practices, programs, activities and decisions regarding employment are not based on a person's race, color, sex, age, sexual orientation, gender identity, religion, national origin, disability, veteran status, parental status, housing status, or other protected status, in accordance with applicable law.

Sacramento Steps Forward is committed to the full inclusion of all qualified individuals. In keeping with our commitment, Sacramento Steps Forward will take the steps to assure that people with disabilities are provided reasonable accommodations. Accordingly, if reasonable accommodation is required to fully participate in the job application or interview process, to perform the essential functions of the position, and/or to receive all other benefits and privileges of employment, please contact jobs@sacstepsforward.org.