



Senior Program Associate, Housing Justice

Human Impact Partners

Position Description

Human Impact Partners (HIP) is looking for a Senior Program Associate with a mix of research and organizing experience to join our Housing Justice team. This is an exciting opportunity to leverage the power of public health to strengthen the movement for housing justice, and to bridge the health equity and housing justice movements to build community power.

Status: Full-time, starting December 2022

Starting Salary Range: \$75,000-\$85,000

Reports to: Will Dominie, Housing Justice Program Director

Location: Oakland, CA or remote. Remote staff are expected to travel to Oakland for in-person work at least 2 times annually, in addition to other work-related travel.

Application deadline: October 13, 2022 at 4pm Pacific Time

About Human Impact Partners (HIP)

[Human Impact Partners](#) is a national public health organization that transforms the field of public health to center equity and builds collective power with social justice movements. We are a growing nonprofit with 25 staff, headquartered in Oakland, CA and with staff across the country.

We believe that long-term change to improve social, economic, and political conditions comes about through organized social movements, and by explicitly challenging unjust power imbalances and systems of advantage and oppression. With racial inequities and power inequality at unprecedented levels, public health must be deeply engaged in larger social justice movements to achieve health for all. This requires building bridges between our worlds, so that public health's power — our voice, evidence, and resources — are more strategically aligned with and responsive to social movements that are leading the changes we need to advance health and racial equity.

To that end, HIP conducts advocacy, organizing, policy-driven research, and capacity

building. We focus on public health practitioners, health institutions, and the broader social and economic systems and policies that create health, with a particular focus on community safety, economic security, housing justice, and climate change. The throughline in all of this is our support of grassroots community power-building organizations to help build their power and bridge with public health.

About the Position

Housing justice has been a priority issue area for HIP for many years. We believe that a safe, stable, and affordable home is a basic necessity for our health, well-being, and dignity. We work towards making housing a right for all of us and to help repair the harms of White supremacy in our housing system. We have deep relationships with national and local grassroots housing justice groups, who we have supported through [research](#), [advocacy](#), and [mobilizing the health field](#).

The recently formalized Housing Justice Program lives within our Policy and Organizing house alongside our other issue-based teams, and our research, advocacy, and organizing teams. This program advances housing justice through the following strategies:

- 1) **Research and Communications:** Conducting research on housing and health in partnership with community organizers, and shifting the narrative to decommodify housing and make it a right for all people.
- 2) **Building a New Base of Support:** Participating powerfully in housing justice campaigns by promoting an understanding of housing as a key public health intervention and bringing public health workers and organizations into these campaigns.
- 3) **Bridging Public Health Agencies and Organizing:** Building deeper connections between health agencies and community organizers to develop more coordinated inside and outside strategies to win housing justice.

The Housing Justice Senior Program Associate will work as an organizer and researcher, alongside the Housing Justice Program Director and Research Project Director, to build out HIP's Housing Justice program.

Senior Program Associate Responsibilities:

- Foster strategic collaborations with housing justice organizations and public health organizations and workers — and build partnerships between these fields
- Track trends, needs, and priorities across housing justice movements and contribute to HIP's evolving housing justice strategy
- Advocate for legislative and administrative housing policy changes, with a focus on the local and state levels, by understanding and scanning for advocacy opportunities, representing positions orally and in written materials, and building relationships with movement partners and key decision makers

- Work with the Research Project Director to conduct qualitative and quantitative research on housing justice issues, including literature review, tool design, data collection, data synthesis and presentation, and writing
- Manage projects, including juggling complex timelines and making strategic decisions
- Coordinate and conduct trainings, technical assistance, and other public-facing events for public health and organizing audiences
- Assist with the writing and production of program resources and communications pieces
- As experience allows, help develop and support communications/media strategies
- Manage interns and potentially junior staff in the future; mentor other staff and colleagues as part of advocacy leadership
- Travel (out-of-state/overnight) approximately 1x per month when it is safe to do so

About You

Values:

- A deep commitment to [HIP's mission, vision, and values](#) and strong structural racial, gender, and economic justice analysis
- Commitment to a social justice movements approach to achieve health equity and racial justice, and to structural/upstream change
- Understanding of power, and the need to build power with communities facing injustices
- Collaborative approach and humility
- A sense of humor

Lived and Professional Experience:

This section describes the skills and expertise that are most important to this position. We realize not everyone will be equally experienced in all of these areas. We also know you can bring strengths and talents beyond what we've listed! If you have a vision and excitement for this role and our organization, we welcome your application.

- Lived experience with housing insecurity/belonging to communities most impacted by housing insecurity
- At least 2 years experience working in mission-driven organizations that prioritize social justice, racial equity, and/or community power-building
 - Experience working with or in community power-building organizations/networks on campaigns related to housing justice
- At least one year of experience in research and/or policy analysis
 - Graduate degree in urban planning, social justice, public health, public policy, OR comparable depth of knowledge from work experience
 - Intermediate or higher knowledge of housing policy, which can come entirely from grassroots organizing experience

Skills:

- Knowledge of how to operationalize health equity, racial justice, and/or community power-building
- Knowledge of public health approaches and organizations helpful, but not required
- Strong facilitation skills, including assessing and managing group dynamics, and engaging and managing conflict
- Experience independently managing fast-moving and competing priorities and projects
 - Ability to exercise independent judgment and take initiative in an environment with shifting priorities
 - Ability to prioritize competing projects and multi-task across a broad spectrum of collaborators, based in various office locations or working remotely
- Strong writing, editing, and verbal skills, including the ability to clearly and empathetically communicate with a wide range of people
- Fluency or proficiency in a second language spoken by communities facing housing insecurity preferred but not required

How to Apply

Please submit all of the below as a single PDF document to HJhiring2022@humanimpact.org by **October 13th, 2022 at 4pm Pacific Time**.

- A cover letter describing why you believe you are a good fit for this position and organization
- Your resume or CV
- 3 References (we will not call references without letting you know first)
- 1-2 public products/resources/pieces of writing you've created that illustrate your perspective on housing, health, and/or racial equity — e.g., fact sheets, research reports, media pieces, etc. — including at least one piece that showcases your research skills. We understand that you may have worked with others to create the product, but we would like something that you took the lead on, were the primary author of, and/or backboned to completion. Please briefly explain what your role was in creating it.

Hiring Process:

Our hiring process typically involves: a first and second interview lasting approximately 1 hour each; dedicated time for the final candidate(s) to learn about compensation and benefits with our Operations Director; and professional references checks for our final candidate(s). By the end of the process, we're hoping candidates will have had a chance to meet with between 3-5 HIP staff. We will inform you of the staff you are interviewing with in advance. We expect to complete this process by December 1, 2022 and we will notify all applicants of their status by that date.

Compensation and benefits:

- Starting salary range: \$75,000-\$85,000 annually.
- Time off (annually): 12 sick days; 3 weeks vacation for first 2 years, increasing over time to 5 weeks at 5 years; 9 annual holidays plus winter holiday closure from December 24-January 1; and 1 floating holiday.
- Health care: Full medical, dental, and vision coverage. HIP pays 100% of staff premiums and 50% of premiums for eligible dependents.
- Retirement: After 6 months on staff, HIP contributes the equivalent of 7.5% of salary to our 403b plan, regardless of employee contribution; staff may make additional contributions to either a regular or ROTH 403b plan.
- Permanently remote staff: Funds for home office workstation equipment and furniture, and reimbursement for ongoing home office expenses.
- Additional benefits: Flexible spending accounts for health and dependent care expenses, ClipperDirect (for Bay Area staff), monthly cell phone reimbursement, annual professional development funds, and a flexible, wellness-oriented work culture and schedule.

Equal Opportunity Employment:

Human Impact Partners is an Equal Opportunity Employer. We strongly encourage people directly impacted by the issues we work on (such as community safety, economic security, housing, immigration), people of color, people with disabilities, and LGBTQ+ folks to seek employment or board opportunities with us. We don't conduct criminal background checks on candidates.