



SENIOR CONSULTANT

Position Description

COMPANY OVERVIEW

Company Mission and Services

Focus Strategies is a national consulting firm based on the West Coast dedicated to helping communities improve efforts to end homelessness through community-based planning informed by local data and national best practices. For more than sixteen years, we have provided consulting to jurisdictional and community leadership in communities across the country in their efforts to reduce homelessness.

We are dedicated to partnering with communities through strategic consulting and technical assistance to design and implement housing-focused, equity-informed, and person-centered solutions that reduce homelessness. We are committed to working with our clients to understand their community's need, including the experience and dynamics of homelessness in the region as well as the unique strengths and challenges of existing strategies. Together, we partner with our clients to develop programs, map strategic action plans, identify policy solutions, and evaluate efforts to improve outcomes for people experiencing homelessness.

Our projects include the following types of services for non-profit and governmental clients:

- Systems of care analysis and research with a focus on systems to end homelessness.
- Community-based system planning with a focus on systems to end homelessness.
- Systems and program evaluation, with a focus on system performance, equity analyses, and elevation of input from people with lived expertise of homelessness.
- Data collection and analysis services, including integrating multiple datasets, manipulating Homeless Management Information System (HMIS) data and generating homeless counts.
- Developing strategies to increase access to the housing market for people experiencing homelessness.
- Increasing the supply of affordable and supportive housing through systems-level and project-specific development, as well as implementation technical assistance.
- Policy development and analysis.

POSITION SUMMARY

Position:	Senior Consultant
Location:	Remote, United States (preferably California or West Coast)
Reports to:	Manager of System Design and Development
Status:	Full-time exempt
Compensation:	\$115K-\$135K depending on relevant experience and skills
Time off & benefits:	Paid time off (vacation, sick time, and 10 holidays), 401(k) with 4% salary match and profit sharing, generous benefits (health, dental, and vision), flexible spending plans, short and long-term disability insurance, and \$50 per month reimbursement for phone, internet, and office supplies
Required:	Proof of eligibility to work in the United States
Contact Info:	Nina Prudhomme, Administrative Manager, info@focusstrategies.net

SENIOR CONSULTANT RESPONSIBILITIES AND REQUIREMENTS

Position Overview

Focus Strategies Senior Consultants are responsible for coordinating and overseeing the management of projects including supervising staff, stakeholder engagement, developing substantive analytical, interpretive, and policy content for deliverables, publications, reports, and other products on behalf of our clients. We have a passion for ending homelessness and use our critical thinking, analytical and interpersonal communication skills to provide timely and accurate analysis and develop valuable results on time and on budget. Senior consultants have spent at least five years developing and implementing homelessness response programs and systems or housing/homelessness response policy development. Our calendars on Monday will look significantly different from the way things turn out by Friday and we are comfortable with changing priorities and ambiguity. We may be leading project staff, working closely with internal and external stakeholders, or preparing draft and final deliverables on time and on budget - we are always striving for excellence.

Position Responsibilities

Project Management

- Supervise assigned staff and ensure that deadlines are met and projects are delivered on time and on budget; and that staff work happens in the context of holding closely the mission and values of the company

- Work closely with consulting staff to set priorities; independently organize project workflow; communicate project plan and tasks to consultants; oversee project progress and task completion
- Serve as project manager for some projects; serve as resource and support for projects managed by peers

Research and Analysis

- Plan, oversee, and conduct research and analyses related to homelessness response systems and programs, identifying key findings, and proposing person-centered, data- and equity-informed solutions
- Shape and conduct qualitative research on a variety of topics, including in-person and telephone interviews, and web- and documents-based research
- Analyze data from single systems (e.g. homelessness) and multiple disciplines, including health, mental health, homelessness, and affordable housing
- With support from analytics team colleagues, synthesize research findings into recommendations for practice

Technical and Policy Writing

- Author and supervise others who author Focus Strategies technical documents, publications, and reports, including developing report outline and structure, drafting content, integrating feedback from supervisor and client, and producing final content

Planning and Design

- Deliver a range of planning and design activities to help communities develop systems and policies to end or reduce homelessness through an equity- and data-informed lens, including community input processes, data analysis, documentation of existing and proposed system processes and structures in both in written and chart form, and best practices research

Training Development

- Develop training and technical assistance materials for a range of audiences (e.g. providers, policy makers, funders, professional meetings), tailor materials to client needs, make presentations and deliver trainings, assess results, and modify over time to meet needs

Internal and External Relations

- Work closely and collaboratively with supervisor and company leadership to set priorities, organize project workflow, and provide timely updates
- Engage with diverse communities of clients, partner organizations, and people experiencing homelessness to collect and accurately interpret information about existing systems and possible solutions; facilitate meetings using mindful and anti-racist strategies to promote participation and inclusion
- Make presentations to community stakeholders
- Represent clients in meetings to identify and resolve problems

Additional Responsibilities

- Actively participate in continuous learning and process and product improvement efforts with the Focus team
- Engage in Focus Strategies collective processes (e.g., discussions, readings, committees) to advance equity-informed internal and client work approaches
- Contribute to team effort by accomplishing related tasks as needed
- Work closely with peers and president to set priorities and manage projects
- Maintain leading edge knowledge of current research and best practices in the field of ending homelessness

Position Requirements

- A passion for ending homelessness with a commitment to data-informed public policy, including advancing equity for marginalized communities
- A graduate degree in sociology, public policy, social work, or a related field (at least six years of experience in a management role in the homelessness response field may substitute for a graduate degree)
- At least five years of substantive/system-level experience in homelessness response
- At least five years of experience developing high quality written analyses of homelessness response programs, populations, and dynamics
- Demonstrated project management experience including developing appropriate plans and timelines for accomplishing tasks and projects, holding self and other accountable, developing short-term goals and alternatives; delegates work and assigns decision-making responsibilities appropriately
- Demonstrated ability to work effectively with people of diverse races, ethnicities, nationalities, sexual orientations, gender identities, gender expression, socio-economic backgrounds, religions, ages, English-speaking abilities, immigration

status, and physical abilities in a multicultural environment

- Superior technical writing skills and a commitment to and focus on data-informed public policy
- Leadership experience including building effective teams, delivering performance feedback, and developing others
- Understanding of racism, oppression, and the ways in which systems interplay to cause homelessness and housing instability and appropriately engages clients where they are to fluently advance equity throughout the work
- Successful track record of developing and executing workplans for complex projects
- Ability to assess and interpret quantitative and qualitative data about homelessness and homeless programs and systems
- Strong written, verbal, and analytical skills including the ability to craft messaging (verbally and in writing) in a neutral or persuasive way
- Must be highly self-directed, detail-oriented, and proficient at generating and understanding budget data
- Proficiency with Microsoft Word, Excel, PowerPoint and Outlook
- Flexibility - must be able to work with shifts in priorities on a daily and weekly basis
Occasional travel throughout the West Coast and very occasional travel to other areas

Preferred skills and aptitudes

- Deep knowledge of the homelessness landscape and common issues, particularly on the West Coast; general knowledge about homelessness funding streams; and system design and housing options for communities working to reduce homelessness
- Interpreting quantitative and qualitative data about homelessness and homeless programs and systems
- Demonstrated expertise in supportive housing, including familiarity with project financing
- Experience with performance or outcomes measurement
- Experience in managing complex projects
- Bilingual skills (English and Spanish written and oral fluency preferred)

What the Senior Consultant will Gain from Position

- Advanced experience with complex policy, technical, and community issues using a systems approach within the field of ending and reducing homelessness

- Ability to develop innovative solutions and analyses to common and emerging problems related to homelessness response systems of care
- Opportunity to deepen skills in program, systems, and policy analysis using data and information from multiple sources
- Be the lead support to communities working to reduce homelessness
- Opportunity to lead the development of complex plans, evaluations, and reports
- Experience with consultation for public benefit
- Increasing responsibility over time
- Opportunity to be part of an evolving and growing consultation practice
- Opportunity to work with an expert and dedicated team of professionals in a fast paced and supportive work environment

About Our Workplace

Focus Strategies is committed to creating an inclusive workplace with a collaborative team dedicated to our mission of helping communities house people experiencing homelessness. We are an Equal Opportunity Employer. In alignment with our company values, we strive to attract and maintain a workplace that reflects a broad spectrum of diversity. We strongly encourage employment applications from people who self-identify as coming from historically marginalized populations and communities who have been most impacted by homelessness.

We are currently a 20-person firm that operates fully remote with regular phone and video meetings. Our normal work hours are 8am-5pm Pacific Time. Occasional work outside of normal hours may be required to meet project deadlines. This position requires travel to internal meetings, client sites, trainings, and/or conferences.

Physical Requirements

- Ability to operate a computer for 6-8 hours per day
- Ability to give and receive detailed information through verbal and written communication
- Ability to perform activities such as: preparing and analyzing data and figures, transcribing, expansive reading
- Ability to set up and maintain a safe and ergonomic workspace in a home environment with minimal paper file management, including receiving occasional office supply shipments, rare shipping of equipment for repair, and carrying a laptop and files or occasional all-day travel

TO APPLY

Interested Applicants: Please send your resume and brief cover letter as **one PDF** to info@focusstrategies.net. Please include your name and position title in the document's electronic name (e.g., Kendra Scott Analytics Consultant application.pdf). Position open until filled.