



Deputy Director, Strategic Partnerships

Title: Deputy Director, Strategic Partnerships

Salary: \$125,000 to \$150,000

Location: San Jose, CA

Job Classification: Full-Time, Permanent, Exempt

Reports To: Executive Director

ABOUT SV@HOME

SV@Home is a nonprofit organization in Santa Clara County whose vision is a diverse and equitable Silicon Valley where everyone has access to a safe, stable, and affordable home. We recognize the extreme inequality that exists in our region due to the legacy and persistence of redlining, racism, and exclusion imposed through unjust land use policies, lending practices, public processes, community investment, and housing development decisions. SV@Home's priority in Santa Clara County is anti-displacement, creating stability and housing affordability for low-income and marginalized communities historically and currently pushed out of their housing as economic prosperity for some continues to grow. Our approach focuses on policy, advocacy, education, and messaging to build the political and community will to support policies, programs, land use, and funding that will increase affordable housing opportunities for Santa Clara County residents. SV@Home is looking for a Deputy Director to join our team of dedicated staff and board to further the organization's mission.

Five guiding principles represent the values and purpose that SV@Home seeks to infuse in its work:

- Housing is a human right
- Diversity makes us stronger
- Centering equity and inclusion in our work is key
- Housing policy is not just about housing
- Working together in partnership is more impactful

In this work, our success is dependent on building a team that includes people from different backgrounds and experiences who can challenge each other's assumptions with fresh perspectives. To that end, we look for a diverse pool of applicants, including those from historically marginalized groups. We acknowledge the historical and current impacts of racism in housing access and affordability and commit to a framework that seeks diversity, equity, inclusion, and liberation. The role is based in Santa Clara County, and we have transitioned to a hybrid model, providing access to the Downtown San Jose office.



ABOUT THE POSITION

SV@Home is seeking a passionate, detail-oriented, and social-justice focused candidate to support our affordable housing policy work. The Deputy Director, Strategic Partnerships will be responsible for developing, expanding, and implementing strategic policy objectives that leverage, maintain, and strengthen relationships with the broad array of partners that engage in the collective work to advance housing justice and to fulfill SV@Home's mission. This position will work in collaboration with the Executive Director and leadership team in preparing near-term and long-term strategies to achieve organizational goals, while leading the implementation of key strategic initiatives that leverage the knowledge, expertise, and partnerships of the entire SV@Home team.

The Deputy Director, Strategic Partnerships supervises the Program Manager and the Community Engagement Senior Associate. The Program Manager is responsible for the development and implementation of local programs that strengthen and grow SV@Home's network of community members, industry professionals, and policy-makers. This work includes creating programming that invests in the next generation of housing justice advocates and building out the housing industry infrastructure in Santa Clara County to support budding, local community development corporations. The Community Engagement Senior Associate is responsible for implementing SV@Home's state and regional housing policy priorities, supporting local and regional housing-related campaigns and coordinating the work of the SV@Home Action Fund, a 501(c)4 organization. Accordingly, the Deputy Director will be accountable for the thoughtful integration and intentional creation of programming that supports SV@Home's policy priorities at the local, regional, and state level and accountable for leveraging political and public will to achieve transformative solutions to the housing affordability crisis.

The Deputy Director must have a hands-on approach to their work, provide mentorship and strong supervision, and offer practices that can enhance everyone's current skills and expertise. This position will serve as a thought partner with the Executive Director and hold several key leadership responsibilities, including: contribute to shaping the office culture; play a significant role in developing organizational strategy; interface with the Board of Directors on appropriate issues; and, serve as a member of the organization's leadership team. This is a full-time, permanent, exempt position that reports to the Executive Director.

KEY DUTIES AND RESPONSIBILITIES

The Deputy Director will be responsible for the following activities:

Policy & Advocacy Strategy (Approximately 45% of the role)



- Assist the Executive Director in developing the policy and advocacy strategies, plans, and organizational priorities given its unique value to the local housing justice ecosystem.
- In collaboration with the Policy Director, provide direction and management of policy priorities as needed.
- Identify improvement areas and growth opportunities.
- Stay informed about trends and best practices to ensure the organization remains bold and relevant.

Strategic Partnerships & Programs (Approximately 35% of the role)

- Develop and implement SV@Home's strategy for expanding and maintaining our partnerships, including with housing-adjacent organizations and community-based nonprofits.
- Serve as a point of contact for elected officials, city staff, and other key partners including advocates, companies, nonprofits, and developers.
- Manage overall responsibilities and work plan of the Programs Manager.
- Manage overall responsibilities and work plan of the Community Engagement Senior Associate.

Organizational Development (Approximately 20% of the role)

- Foster a supportive and effective work environment that fosters collaboration, innovation, and creativity.
- Contribute to organizational development priorities, strategic plan implementation, and fundraising efforts.
- Coordinate with team leaders on organizational goals and manage the planning and monitoring process for yearly work plans.
- Identify, assess, and inform the Executive Director of internal and external issues that impact the organization.
- Participate in events and support the team with strategy and outreach.
- Advance diversity, equity, inclusion, and liberation practices in all areas of the work and org culture.

EXPERIENCE AND QUALIFICATIONS

A competitive candidate will have the following experience, knowledge, and attributes...



- A demonstrated commitment to affordable housing and social justice work.
- 10+ years of relevant work experience with housing policy advocacy, research and analysis, development, and implementation (relevant volunteer, academic, and/or lived experience counts as relevant work experience).
- Minimum 5 years of experience in a similar leadership position.
- Excellent communication (written and verbal) and interpersonal skills.
- Must possess a proactive and collaborative approach to work.
- Demonstrated ability to work cooperatively with others, both within the organization and in the community.
- Must be committed to advancing racial equity; experience in improving organizational systems with a racial equity lens a plus.
- Experience working with a broad array of constituency groups such as policy makers and community advocates.
- Must be accurate and detail-oriented, possess strong organizational and time management skills, and work effectively with cross-functional teams.
- Experience with Microsoft Office Suite, Adobe, Dropbox, and an ability to seek out and learn new technologies.
- Must have the ability to work well under minimal supervision, problem-solve, and handle competing priorities in a fast-paced environment.
- Ability to work with a high degree of emotional intelligence, navigating individual and team conflicts productively, with empathy and integrity and contributing constructively to overall organizational advancement and culture

COMPENSATION AND BENEFITS PACKAGE

We offer a competitive benefits package that includes...

- Full medical, dental, vision, and life insurance for employees
- 15 days of Vacation and 12 days of sick time per year
- 11 office holidays plus a holiday office closure from December 25th through January 1st and a summer office closure the week of July 4th
- SIMPLE IRA retirement plan with a 3% employer match
- Monthly cell phone and parking or public transportation reimbursement

Applications will be accepted through August 25, 2023. We plan to hold interviews around September 4 - September 22, 2023, and our target hire date is October 3, 2023. Interested



applicants should email a cover letter, writing sample, and resume to jobs@siliconvalleyathome.org. Please indicate "Deputy Director, Strategic Partnerships" in the subject line of your email. Thank you for your interest and we look forward to hearing from you.

DO YOU THINK THIS MIGHT BE YOU?

If you see yourself in this job description but don't feel like you meet every single criteria, we encourage you to apply anyway! Research shows that individuals from historically marginalized groups tend to self-select out of opportunities at higher rates. We take a holistic approach to all of our hiring practices and want to hire those who best align with our mission and goals.

SV@Home is committed to providing our staff with a safe work environment and supporting collective health. As such, SV@Home requires confidential proof of completed COVID-19 vaccination, including eligible booster(s) for all employees (with the exception of reasonable accommodations due to medical or religious beliefs).

SV@Home is an equal opportunity employer to all regardless of race, color, national origin, ancestry, sex, marital status, disability, religious or political affiliation, actual or perceived gender identity, age or sexual orientation.