



**HOUSING**  
**CALIFORNIA**



**TITLE:** Power Building Director  
**ROLE:** FTE based on 40-hr/wk  
**SALARY:** \$110,000 - \$140,000  
**LOCATION:** Remote in California + travel

## ABOUT HOUSING CALIFORNIA

Since 1988, Housing California has worked to create a California with homes, health, and wealth for all in thriving, sustainable communities. We bring together a diverse, cross-sector network to prevent and end homelessness, increase the supply of safe, stable, affordable homes, and reverse the legacy of racial and economic inequities by building power among the people most impacted by housing injustice, shaping the narrative, and advocating for the passage of transformative statewide policy solutions. Learn more about our strategy [here](#). Additional information on Housing California is available on our website: [housingca.org](https://housingca.org)

In 2022, we welcomed a new Executive Director, Chione Lucina Muñoz Flegal, whose vision for what is possible in California is informed by her 20+ years making transformative policy change and an abiding commitment to centering people with lived experience as leaders in this work. As a Chicana growing up in the Central Coast of California, Chione saw how a deeply racialized housing system impacted her community. And throughout her life and work, she has witnessed the wisdom that those who are most impacted by injustice have when it comes to finding creative solutions to seemingly impossible challenges. Chione is driven by a belief that housing is one of the most fundamental human needs and a commitment to bringing together people across lines of difference to embrace a collective vision for a California with homes, health, and prosperity for all.

With the leadership of Chione, our committed team, and our engaged Board of Directors, we have been working to ensure that we have an organizational development strategy that

supports our capacity to make transformative policy change and are excited to welcome a new colleague who shares our vision and values. Join us!

For our Power Building Director, we are looking for a highly collaborative leader who would be energized by the opportunity to work in close partnership with communities across the state, building power, and moving a transformative housing policy agenda in California.

## POSITION SUMMARY

The Power Building Director will connect and lead statewide cross-sector coalitions and grassroots networks that center people with lived experience of housing instability to advance shared priorities and change the balance of power in state policy making. The Director will primarily provide leadership and strategic direction to Housing California's signature power building initiative, Residents United Network (RUN), to grow the network and increase RUN leaders' impact on state-level homelessness and affordable housing policies.

The Director will report directly to the Executive Director and will serve as a thought partner and a collaborative member of the Directors' team, which currently includes an Operations Director, Policy Director, a Narrative and Strategic Communications Director, and a Strategic Initiatives Director. The Director will serve as a manager to a growing team, which will include a Program Manager, a Statewide Organizer, and a Regional Organizer.

**About Residents United Network (RUN)** Led by Housing California, in partnership with Community Change, affordable housing residents in RUN build power to win transformative statewide affordable housing and homelessness policy change through a statewide, regionally connected grassroots network in partnership with affordable housing developers, service providers, and regional affordable housing advocacy partners. Learn more about RUN [here](#).

## WHAT YOU WILL DO

### Strategy and Vision

- Set and guide Housing California's statewide power building strategy, in collaboration with Housing California leadership, other members of the Housing California power building team, our close partners at Community Change, RUN leaders, Housing California's policy and communications teams, regional and local affordable housing partners, and other community organizing allies to bolster and grow the power and influence of affordable housing residents and other impacted people in state policy making.
- Develop, refine, and strengthen RUN governance and decision-making processes and support coordination, alignment, and integration with other parts of Housing California's work.
- Identify and plan for data tracking needs, and track and evaluate the effectiveness of RUN's strategies.
- Work in collaboration across the Directors team to help inform and shape the organization-wide vision, ensuring that the strategies and needs of power building initiatives are communicated and integrated into our organizational plans and budgets.

### **Leadership Development, Organizing, and Expansion**

- Grow RUN's influence by expanding its membership and deepening engagement of resident leaders, affordable housing developers, and other partners through traditional and digital organizing.
- Develop the leadership capacity and impact of affordable housing residents, service providers, and regional advocacy organizations throughout the state through training, mentorship, and actions, identifying learning needs and opportunities and then working with internal experts and external vendors, as needed, to support these activities.
- Build and sustain relationships with nonprofit affordable housing developers, power building organizations, and other housing advocates working in our space to shape opportunities for alignment.
- Serve as the strategic lead on power building convenings and events, including: Oversee planning and execution of RUN's Annual Summit with logistical and programmatic support from other team members and partners. Collaborate closely with our Director team, working together to co-design Housing California's Lobby Day, and leading the engagement of leaders with lived experience of housing

instability and homelessness.

### **Policy Advancement**

- Work in close partnership with Housing California staff and partners to manage and oversee RUN's legislative, budgetary, and electoral strategy, including developing legislative priorities with residents, monitoring priority bills, researching key legislators, and pro-actively coordinating with the policy team on priority bills and relevant activities taking place in the Legislature.
- Develop the capacity of RUN leaders to participate in Housing California's Policy Committee as well as other committees, coalitions, and campaigns and engage in legislative and electoral advocacy. This may include planning in-district visits, supporting local and regional organizers to prepare RUN leaders for visits, and holding policy briefings and trainings for RUN leaders.

### **Strategic Communications and Narrative Change**

- Work closely with the Communications team to develop and distribute regular RUN communications to create a shared narrative that inspires, energizes, and connects resident leaders, affordable housing developers, service providers, and regional advocacy partners locally, regionally, and statewide and to lift up local stories, advertise RUN's successes, and advance a shared policy agenda.
- Work with communications staff to develop a cadre of RUN spokespeople, secure earned media coverage, and advance resident stories through op-eds, press events, social media, and other communication strategies.
- Represent Housing California on power building, organizing, and community engagement issues at public events.

### **Organizational & Team Development**

- Support the efforts of Housing California to serve as a "big tent" organization that works to build an impactful housing movement through collaboration and connection, by building, maintaining, and leveraging relationships with all parts of our

cross-sector ecosystem and by working to overcome silos and support cross-programmatic work within the organization and beyond.

- Work with the Executive Director and Operations Director to cultivate funder relationships, draft grant proposals and reports, and generally assist with fundraising to support Housing California's power building work.
- Propose and monitor an annual program budget and work plan, managing resources to ensure successful implementation of annual goals and work plans on time, within budget, and with quality; including actively collaborating and coordinating across program teams; establishing processes and procedures, assigning, executing, and reviewing work, and making decisions about budget expenditures.
- Manage a productive and collaborative team, which includes hiring and managing staff, serving as a mentor and a coach to develop staff, and connecting them with opportunities for growth and professional development.
- In collaboration with the Executive Director and other members of the management team, work to cultivate and nurture a culture that aligns with organizational values, advances racial equity, creates open communication, disrupts institutional racism, and creates belonging.

## WHO YOU ARE

- You have a demonstrated commitment to building power with communities of color in California.
- You have 10+ years of relevant experience, including community organizing experience and team management experience.
- You have professional experience doing work in a field that intersects with racial justice work. (We welcome candidates from a broad variety of fields (e.g., health equity, criminal justice reform, education, food insecurity, climate justice) with preference given to individuals who also have experience organizing statewide policy campaigns and/or working on issues of housing policy, homelessness, equitable development, sustainable communities, infrastructure policy/finance, land-use planning, or other closely related fields.)
- You have experience developing and overseeing the implementation of coordinated and aligned organizing strategies with staff, consultants, and partners.
- You are tenacious and committed to moving change through ambiguity and challenges.

- You are a strategic and creative thinker who is able to keep hold of a big picture vision while also managing to execute on the day-to-day details through strong organizational and project management skills.
- You have excellent staff management and coaching skills to supervise, mentor, and grow the capacity of staff.
- You have a track record of collaborating with others across lines of difference to build shared goals and developing and maintaining strong working relationships that produce justice-oriented outcomes.
- You are a highly capable facilitator who enjoys bringing together groups to share, learn, and make decisions together.
- You have a proven ability to communicate (written and verbally) effectively with a variety of audiences, including with policymakers, community-based organizations, people who live in affordable homes or are experiencing homelessness, and the media.

Additional experience that would be welcomed, but is not required:

- Lived experience with housing instability or homelessness.
- Experience with public policy analysis and advocacy.
- Bilingual Spanish/English.
- Experience with non-profit fundraising, including developing and maintaining relationships with funders and writing grant proposals and reports.

## COMPENSATION, BENEFITS, AND LOCATION

This is a full time, exempt position that reports to the Executive Director. This individual would supervise at least two to three staff people and coordinate closely with regional organizing coordinators in several regions throughout California. Salary between \$110,000 - \$140,000, depending on experience.

Benefits package includes fully paid medical, dental, and vision for employee, paid parental leave, long-term disability and group life insurance coverage; commuting subsidy; cell phone subsidy; stipend for at home internet connection; 403(b) retirement plan with 3% employer contribution; generous vacation (3+ weeks, depending on tenure), sick leave (8 hours per month), 12 paid holidays; and our annual week-long organization-wide closure during the

last week of December; training and professional development opportunities; and a hybrid work environment.

Employees must live in California. The Director may work remotely or from our shared office space in Sacramento, but is expected to participate in regular travel (mostly in California) of an estimated 25% including the following engagements: monthly staff meeting in Sacramento; twice yearly Board of Directors meetings; annual 2-3 day staff retreat; annual 3-day Housing California conference; annual 3-day statewide RUN summit and regular regional RUN convenings; Lobby Day in Sacramento and policy-related activities which occur throughout the year ; 1-2 Community Change co-training convenings which are held out of state; plus various subject-based conferences or in-person partner meetings, based on need and interest.

## OUR CULTURE

Housing California is committed to creating a just, equitable, diverse, and inclusive workplace that fosters a culture of belonging, ongoing learning and collaboration, and supports, stabilizes, and incentivizes people to join the Housing California team and stay for the long game.

We value having staff who come from communities that are most impacted by the issues we address. We especially encourage Black, Latinx, Indigenous, and people of color; people from families that have immigrated to the U.S.; people who have been unhoused or experienced housing instability; women; LGBTQIA+ people; system-impacted people; and people with disabilities to apply for these positions.

We aim for our work to be both effective and sustainable; we balance required travel during some parts of the year and the fast-paced legislative calendar with a commitment to our team's mental and physical health.

## HOW TO APPLY

We have retained nonprofit talent agency People Power as our search partner for this hire. To apply, please upload a cover letter, resume, and writing sample of any kind to our online system at [this link](https://recruitcrm.io/apply/16964723715100017972yAO) (https://recruitcrm.io/apply/16964723715100017972yAO)

Note: For those candidates who would like to include additional relevant work samples as part of their application (e.g., written reports, links to web-based publications, grant proposals, LOIs, podcasts, pitch letters, press releases, videos), we welcome you to do so and have provided space for you to upload those files.

## HIRING PROCESS

We appreciate your time and interest in contributing your talents to Housing California's mission. Thank you! You will receive an email auto-reply to your application. We wish we could respond personally to all applicants, but only those chosen to interview will be contacted.

Please do not contact Housing California directly to inquire about the status of your application.

Candidates who advance through the entire process will participate in a 30-minute screening interview, two longer form interviews of 60-75 minutes each, and complete a written exercise. These candidates will have the opportunity to meet with a variety of colleagues at Housing California.

***We welcome your interest, feedback, and \*confidential\* inquiries.*** If you have questions regarding your qualifications for this position, compensation or benefits, our process or internal timeline for hiring, or suggestions for how to improve this announcement or the opportunity itself, please email Kate Brumage at People Power:

[kate@peoplepowerproject.org](mailto:kate@peoplepowerproject.org)