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JOB ANNOUNCEMENT
Senior Strategy Specialist – Education and Housing Grant Portfolios

Building Changes seeks an experienced Senior Strategy Specialist to manage grantmaking and capacity building portfolios that serve students, families, and youth and young adults (YYA) experiencing homelessness in Washington State. This role supports two portfolios: the Homeless Student Stability Program (HSSP), which pairs school districts with housing partners, and the Washington Youth & Family Fund (WYFF), with a focus on WYFF's family-serving providers. The Senior Strategy Specialist provides project management, technical assistance, training and facilitation, and builds relationships that make cross-system work possible.

The goal of this work is to improve education and housing outcomes for students, families, and YYA experiencing homelessness by securing adequate and sustainable resources and capacity for the education and housing systems, facilitating leadership buy-in and cross-system collaboration, and holding those systems accountable to advance racially equitable and culturally responsive policies, practices, and community partnerships.

Job Responsibilities

Grant portfolio management

- Manage the Homeless Student Stability Program (HSSP) and Washington Youth & Family Fund (WYFF) Families grant portfolios, supporting school districts and family-serving providers across Washington State.
- Monitor and track grant implementation, financial milestones and program outcomes across HSSP and WYFF Families grantees, including quantitative and qualitative data reports and contract compliance.
- Identify grantees who need additional support and work with them on a plan to strengthen implementation.

Technical assistance, training, and capacity building

- Provide tailored technical assistance, training, and capacity building to HSSP grantees and WYFF Families providers including developing training and curriculum as a menu of services.
- Offer targeted training on homelessness diversion strategies for families with children, including approaches that build on each family's strengths and support networks.

- Support the creation and implementation of effective school/housing partnerships with clear roles and responsibilities, including engagement with coordinated entry and attention to racial equity in service design and delivery.
- Help family-serving providers strengthen practices that keep children connected to school and stabilize housing for the whole family, including connections to McKinney-Vento liaisons, child care, and family-centered services.

Partnerships and relationships

- Partner with the Director of Programs and Strategic Initiatives and with representatives from the Office of Homeless Youth (OHY) and the Office of Superintendent of Public Instruction (OSPI) to support HSSP, Homeless Student Stability Education Program (HSSEP), and WYFF Families implementation, and to advance OHY's youth and young adult prevention strategies.
- Develop and manage relationships with school staff (including McKinney-Vento liaisons, student support staff, and district leadership) and with community-based nonprofit and social service agencies across Washington State, including family shelter, family housing, and family support providers.
- Foster connections with state and national partners focused on student, family, and YYA homelessness and housing instability; prevention and diversion for families and for YYA exiting systems of care; the continuum of housing services for unaccompanied youth and runaway and homeless youth (RHY); and closing the opportunity gap and expanding post-secondary access.
- Develop and manage coalition and convening spaces for school, housing, community, and agency partners to participate in knowledge sharing, information gathering, and advocacy efforts.

Policy, learning, and communications

- Work closely with Building Changes' Policy team when needed to inform advocacy for students, families, and YYA experiencing housing crisis and homelessness, drawing on what grantees are seeing on the ground.
- Work closely with Building Changes' Policy team to strategize and inform where existing partners, grantees, and convening spaces can be best utilized as part of Building Changes' legislative advocacy efforts.
- Partner with Building Changes' Measurement, Learning and Evaluation (MLE) and Communications teams to collect, distill, and share learnings on student, family, and YYA homelessness; racial disproportionality and disparities; educational outcomes; and systems change and cross-sector work.

What You Bring

The successful candidate will have a combination of the following experience:

Equity and values

- A commitment to racial equity that is centered in your work and professional relationships, and an openness to a personal and collective journey to live into Building Changes' commitment to becoming an anti-racist and anti-oppressive organization.
- A sharp equity lens and comfort participating in conversations about equity.
- Demonstrated experience implementing strategies to address institutional racism.

- Passion for advocating alongside students, families, and YYA experiencing housing crisis and homelessness, and a commitment to changing structures and systems that perpetuate harm.

Knowledge and experience

- Knowledge of McKinney-Vento law and services, and an understanding of how McKinney-Vento's definition of homelessness differs from the U.S. Department of Housing and Urban Development (HUD) definition, and what that means for students and families.
- At least three years of experience working within or alongside the homeless response system, such as community-based organizations; the child welfare and/or juvenile legal system; support services embedded in school districts or behavioral health agencies; governing bodies such as county-based Continuums of Care or Educational School Districts; or related institutions.
- A foundational understanding of the root causes of housing instability for YYA and families, particularly the role of systems involvement and the barriers young people and parents face in accessing the services and resources needed for stability.
- Familiarity with family homelessness services and systems, such as family shelter, rapid re-housing, coordinated entry for families, or family-centered supports.
- A foundational understanding of local, state, and federal funding mechanisms, planning processes, and trends related to homeless and special needs housing and services.

Skills

- Demonstrated experience building collaboration across or at the intersection of complicated systems such as homelessness response, education, child welfare and/or juvenile legal, workforce development, and post-high school pathways.
- Project management experience, including managing complex relationships and processes. Demonstrated ability to document project activities, track progress against program goals and milestones, and ensure timely completion of deliverables.
- Meeting and training facilitation experience, including demonstrated skill in group processes.
- Strong verbal and written communication skills and the ability to communicate effectively with varied audiences, from grantee staff and school leaders to state agency partners.

Note: In our effort to conduct an inclusive search, this position does not require an advanced degree. Educational attainment will be considered along with lived experience.

Position Details

- **Reports to:** Director of Programs and Strategic Initiatives
- **Location:** Hybrid; our office is based in Seattle.
- **Travel:** Required local and statewide travel to grantee sites across Washington State.
- **Salary:** $87,500 per year. We offer excellent health, time off, retirement, and other benefits.

How to Apply

Building Changes welcomes candidates from across Washington State. We are a hybrid organization that values in-person connection and collaboration. For employees located in the greater King, Pierce, and Snohomish counties, regular in-office participation is expected. We are committed to supporting statewide talent and may provide flexible hybrid accommodations for candidates residing outside of these counties.

Interested candidates are invited to submit a resume and cover letter outlining their relevant experience and interest in joining Building Changes to***, HR@buildingchanges.org with the subject line: Senior Strategy Specialist Education and Housing Grant Portfolios – Application.***

This position is open until filled. Applications will be reviewed on a rolling basis, and early submissions are encouraged.

Building Changes is committed to building a diverse and inclusive workplace. We encourage applications from individuals with a variety of professional and lived experiences, including those who may not meet every qualification listed but bring relevant skills and expertise to the role.

About Building Changes

Vision

Communities thrive when people have safe and stable housing and can equitably access and use services.

Mission

Building Changes advances equitable responses to homelessness in Washington State, with a focus on children, youth, and families and the systems that serve them.

Racial Equity Statement

Racial Equity, Diversity, Inclusion, and Belonging are more than just words to Building Changes; they are the practices that guide how we operate as an organization, how we do our work, and how we interact with each other, our partners, and communities at large. We believe that to achieve our mission of advancing equitable responses to homelessness, our organization and workplace must represent people of all identities, backgrounds, experiences, abilities, and perspectives. Therefore, *we encourage interested candidates from diverse backgrounds to apply, even if they are not certain they meet every expectation of the role.*

Values

Building Changes' work is grounded in these core values: Equity, People, Partnerships, and Integrity.

For more information, visit BuildingChanges.org.