



Virginia Worker Power Policy Analyst

The Commonwealth Institute is looking to expand its research, coalition, and advocacy capacity by adding a policy analyst to our team who will focus on advancing worker power in Virginia. You'll produce credible, timely, and accessible analysis on important issues facing Virginia in partnership with working people and unions across the state and, in doing so, help improve the lives of people in Virginia statewide.

Who We Are

The Commonwealth Institute for Fiscal Analysis (TCI) advances racial and economic justice in Virginia by advocating for public policies that are designed in partnership with people most impacted, and shaped by credible, accessible fiscal and policy research. TCI's vision is that, in the coming years, people of color and people with low incomes have used their power to build new, inclusive systems of justice and opportunity in Virginia.

TCI respects, values, and celebrates the attributes, characteristics, and perspectives that make each person unique. Bringing diverse individuals together allows TCI and allies to collectively and more effectively address the issues that face Virginia communities. TCI further recognizes that we live and work in a society that is structured by racism and white privilege, both of which adversely impact communities of color. It is one of TCI's core values that its organizational culture, staff, partners, strategies, and investments advance racial justice within and beyond the organization.

Throughout its 15 year history, TCI has amassed an impressive record of achievements, including being a central player in the successful efforts to connect people with low incomes to health care through Medicaid expansion, boost the minimum wage, protect and strengthen the state Earned Income Tax Credit, expand immigrant rights, improve Virginia's K-12 education funding system, reform costly tax breaks, and reform policies that lead to the criminalization of poverty in the state.

The worker power project will deploy TCI's research and advocacy expertise in support of worker organizing for collective bargaining rights and other improvements at the local and state level, with a particular focus on public sector worker rights.

What you'll do:

- Lead TCI's worker power research, advocacy, and coalition work.
- Make real progress on challenging policy issues by conducting research and analysis, identifying solid policy recommendations, and equipping diverse stakeholders to understand and use these recommendations in their work.
- Deepen TCI's new and existing relationships with labor unions, particularly public sector labor unions.
- Shed light on important legislation by contributing to TCI's analysis of state economic and fiscal policy proposals.
- Explain your findings to the public, policymakers, and other advocates by crafting op-eds, infographics, and similar materials in conjunction with the communications team.
- Ensure the organization's effectiveness and sustainability by assisting with advocacy, communications, development, and outreach as needed.

What we're looking for:

- Familiarity with labor unions and the role of labor unions in advancing racial and economic justice
- Connections with labor unions, low-income communities, and/or communities of color in Virginia
- A Bachelor's degree in political science, public policy, sociology, economics, or a related field, or comparable experience
- Two years of related work experience or a master's degree in political science, public policy, sociology, economics, or a related field
- In addition to the required work experience or master's degree, this role requires an additional two years experience working or volunteering with labor and/or community advocacy organizations, including work on state legislative or local city council / board of supervisors issues
- Experience reviewing and producing policy research
- Excellent written and verbal communication skills, including the ability to communicate about TCI's data analysis and research on economic issues, budget policy, and labor policy
- The ability to thrive in a deadline-driven environment
- A focus on outcomes, able to give and receive constructive criticism in the pursuit of an ever-stronger organization
- A passion for improving the lives of people in Virginia with low incomes and communities of color, tempered by the understanding that policy progress rarely happens overnight and takes collaboration

Logistics

Compensation: Starting salary is \$60,000 annually. TCI also provides generous benefits including comprehensive health care, dental, and vision coverage; generous vacation leave; and a retirement plan with organizational matching contributions.

We also support and provide opportunities for professional development and growth.

Position Funding and Commitment: There are opportunities for growth within TCI, and a minimum 2 year commitment to this role is preferred. This project currently has two years of support.

Bargaining Unit Status: This position is within a collective bargaining unit represented by a recognized staff union, TCI United (NPEU), and specific terms and conditions of employment may be subject to a future Collective Bargaining Agreement.

Manager: Research Director

Location: Prior to the pandemic, TCI staff primarily worked in our office in downtown Richmond, VA, including all times the Virginia legislature was in session. Currently, TCI staff have the option to work remotely or in the office, subject to specific requirements to ensure the health and safety of all TCI staff. Up to 3 in-person meetings may be required between now and the end of 2021. Any future changes to this hybrid policy must be agreed to by TCI Leadership and TCI United.

Travel: Occasional travel may be required in-and out-of-state.

To Apply: Send cover letter and resume in PDF or Word format to Kami+hiring@thecommonwealthinstitute.org. No phone calls or other email inquiries please.

Timing: Review of applications will begin October 15. Position open until filled.

The Commonwealth Institute for Fiscal Analysis is a 501(c)(3) non-profit organization. We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.