



Policy Analyst, Decriminalization of Poverty Campaign

The Commonwealth Institute seeks a dynamic and collaborative individual to lead TCI's work to decriminalize poverty in Virginia. This body of work currently includes policies and programs related to the criminal legal system, including work to reduce and eliminate criminal fines and fees that trap individuals in a cycle of poverty and policies to improve equity and pre-trial justice, like increased funding for public defenders. This policy area also includes work to promote restorative justice policy solutions, address root causes of youth violence, and invest in community-centered programs that uplift the well-being and development of young people.

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.

What you'll do:

- Produce timely research and analysis related to criminal justice and the legal system with the goal of expanding public understanding of relevant policy issues and laying a foundation for reform.
- Share your findings with the public by crafting op-eds, infographics, and similar materials in collaboration with the communications team.
- With support from other TCI staff, lead analysis and advocacy on the criminal-legal system portions of the state budget and serve as an expert resource for partner organizations on the fiscal aspects of criminal-legal system change.
- With support from the Director of Policy and President/CEO, lead TCI's legislative advocacy in the General Assembly related to the criminal legal system, including court-imposed fines & fees and other policies that trap people in a cycle of poverty.
- Maintain and expand strong working relationships with directly impacted communities across Virginia who will help shape and advance policy goals, as well as coalition partners, and elected officials.
- Assisting, as needed, with grants management related to this policy portfolio.

What we're looking for:

- Prior experience working in or around the criminal legal system or in state policy and advocacy.
- Demonstrated interest in advancing racial and economic justice in Virginia.
- Skills in cultivating relationships of trust with grassroots organizations, diverse coalitions, government officials, and directly impacted communities.
- Experience producing written products that are practical, policy-relevant, and methodologically valid.
- Excellent written and verbal communication skills.
- 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-\$70,000 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.

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.

Reports To: TBD

Location: TCI staff have the option to work remotely from within the state of Virginia or in our Richmond office

Travel: Occasional travel may be required in-and out-of-state. May be required to frequently be in Richmond during the Virginia legislative session (typically January to mid-March).

To Apply: Send cover letter & resume to leighanne@thecommonwealthinstitute.org. No phone calls or other email inquiries please.

Timing: 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.