



Deputy Policy Director

The DC Fiscal Policy Institute (DCFPI) seeks a talented individual to help manage and advance DCFPI's ambitious policy research and advocacy agenda as the organization implements a new strategic plan rooted in antiracism, equity, and inclusion. The Deputy Policy Director will report to the Policy Director and supervise a small team of analysts; engage in original research and writing, with a particular focus on economic analysis; advise on policy strategy; and represent DCFPI in selected coalitions and task forces.

Successful candidates will have robust skill in quantitative and qualitative research, policy development aimed at dismantling structural barriers that hold back Black and brown communities, writing and editing, project management, and people management and mentorship. Candidates must have strong communications and interpersonal skills to represent DCFPI before a range of external stakeholders and audiences and to contribute to a healthy internal team culture.

The Deputy Policy Director will be an essential partner to the Executive Director and Policy Director in providing leadership, management, and evaluation of DCFPI's policy and advocacy agenda.

Responsibilities

- Work in conjunction with the Executive Director, Policy Director, and policy staff to develop DCFPI's policy research and advocacy agenda under DCFPI's new strategic plan, across a range of issue areas.
- Lead DCFPI's research and analysis for the team's inclusive economy portfolio; monitor, collect, and analyze data on poverty, inequality, and the economy; and conduct timely and thorough analyses (blogs, briefs, reports, testimonies) of fiscal and economic policy issues rooted in antiracism, equity, and inclusion.
- Serve as lead staff on selected coalitions and support analysts' work with coalitions and partner organizations; provide strategic advice to partners and campaigns.
- Conduct project management of research projects; supervise a small team of policy analysts and implementation of their work plans; provide mentorship and professional development.
- Build relationships with policymakers, opinion leaders, and others involved in the legislative process and executive branch functioning.
- Provide education and training – including briefings and presentations – to partners, funders, policymakers, and other stakeholders.
- Collaborate with staff in all departments to ensure effective internal systems and procedures are in place and support efforts to build and maintain an inclusive, healthy workplace.
- Interact with the news media to help shape public debates related to DCFPI's vision and mission.

Minimum Qualifications

- Undergraduate degree and at least eight years of relevant experience, including at least 1 year of supervisory experience, working on economic policy, or tax and budget policy issues at the local, state, or federal level as legislative staff, executive branch staff, and/or as an independent researcher or advocate. A graduate degree in a relevant field may be substituted for two years of work experience.
- Extensive understanding of policies and programs that dismantle structural barriers to equity and opportunity, ability to develop high level vision and strategy to affect policy, and ability to balance the needs and demands of many stakeholders and competing priorities and interests.
- Clearly and consistently articulates a sophisticated understanding of racial equity and structural racism, its impact on policy, and the centrality of this analysis to policy change. Ability to integrate that knowledge into work projects and interactions by addressing structural implications and disproportionate impacts of policies, activities, and decisions on race, class and other group identities within the context of job responsibilities and projects.
- Exceptional leadership skills, a highly collaborative management style that centers equity and inclusion, and the ability to draw on and develop the talents of people from diverse backgrounds and experiences.
- Keen awareness of multiple group identities and their attendant dynamics, and consistently brings a high level of self-awareness, empathy, and social skills to work and interpersonal interactions.
- Excellent writing and public speaking skills, particularly the ability to communicate in compelling ways to a wide range of stakeholders about the importance of fiscal and economic policy change to achieving racial and ethnic equity.
- Exceptional ability to respond to multiple demands in a complex, fast-paced, and rapidly changing policy environment.
- Strong grasp of economic datasets, including ACS, CPS, BLS, BEA, and other surveys. Familiarity with DC policy issues and DC Government is a strong plus.

Compensation

Starting salary is in the \$97,500 to \$107,500 range, depending on experience; excellent benefits include health insurance, dental and vision care, life and long-term disability insurance, retirement and generous vacation leave, sick leave, and holiday schedules.

About DCFPI

The DC Fiscal Policy Institute promotes opportunity and widespread prosperity for all residents of the District of Columbia—especially Black and brown residents sidelined by racism and economic exclusion—through thoughtful policy solutions. With advocacy and movement-based partners, we work to achieve an equitable and inclusive economy through systemic change in the areas

of tax, education, housing, and other policies that advance racial, gender, and economic justice. We have a proven track record of successfully advocating for the fundamentals that everyone in our city deserves. DCFPI is the leading independent source of information on the DC budget and how the city's resources are spent. We pinpoint how the lives of DC residents are affected by tax and budget decisions and hold policymakers accountable for those decisions. We are a vital resource to other nonprofits, are trusted and respected by DC policymakers, and are frequently cited in the media. Our proposals often become reality and make a meaningful difference in the lives of residents across the city.

How to Apply

Please submit a cover letter and resume to ewilliams@dcfpi.org. Applications will be considered on a rolling basis. The email subject line should be "Deputy Policy Director Position" and application letter and resume filenames should be lastname.coverletter.deputypolicy and lastname.resume.deputypolicy.

DC Fiscal Policy Institute (DCFPI) is an Equal Opportunity Employer that values and welcomes diversity in the workplace and strongly encourages all qualified persons to apply regardless of race, color, age, sex, marital status, sexual orientation, gender identity, gender expression, genetic information, credit information, pregnancy or parental status, family responsibilities, personal appearance, creed, military or veteran status, religion, ancestry or national origin, union activities, disability, or other status protected by applicable law.