Policy Analyst/Senior Policy Analyst: Early Education

The DC Fiscal Policy Institute (DCFPI) seeks a Policy Analyst/Senior Policy Analyst to support the organization's research and advocacy on early education policies in the District of Columbia, with a focus on building an equitable early education system and increasing access to high-quality early education for children in families with low incomes. The Policy Analyst/Senior Policy Analyst will support the Under 3 DC Coalition's policy agenda and DCFPI's advocacy for people with low incomes and people of color on a wide range of early childhood issues, including infant and toddler wellbeing, the child care subsidy program, early education funding streams, higher compensation for early educators, and efforts to make the sector more equitable.

The successful candidate will conduct research and help develop budget and policy solutions that repair the racist harm embedded in the child care and early education system, improve well-being for infants and toddlers, and realize the vision of the [Birth to Three for All DC Act](#) (the District's landmark early learning legislation). At the Policy Analyst level, the successful candidate will also be able to build relationships, lead advocacy efforts, and inform the public and the press about related local policy debates. At the Senior Analyst level, the successful candidate will come with robust knowledge of early education issues and deep skill with quantitative and qualitative research, policy development aimed at dismantling structural barriers for Black and brown children, and experience leading policy campaigns. 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.

Responsibilities

- Conduct original quantitative and qualitative research, and produce policy reports, blogs, and briefs on early education and child development issues rooted in antiracism, equity, and inclusion.
- Advance effective policy recommendations that improve the lives of District residents.
- Testify on pending legislation and analyze DC budget and policy proposals related to early education.
- Represent DCFPI in advocacy coalitions and/or play a leadership role in selected coalitions; provide strategic advice to partners and campaigns.
- Present on DCFPI research and the budget process for diverse, multicultural audiences.
- Build relationships with policymakers, opinion leaders, and others involved in the legislative process and executive branch functioning.
- Interact with the news media to help shape public debates related to DCFPI's vision and mission.

Minimum Qualifications

- For Policy Analysts, an undergraduate degree and at least 5 years of experience preferably working on early education policy at the local, state, or federal level as legislative staff,

executive branch staff, and/or as an independent researcher or advocate. For Senior Analysts, a Bachelor's degree and at least 6 years of relevant experience is required. A graduate degree in a relevant field may be substituted for two years of work experience.

- For Policy Analysts, basic understanding of early education and child development issues preferred. Facility with numbers, including the use of spreadsheets. For Senior Analysts, robust knowledge base around early education and child development and advanced spreadsheet skills.

- Understanding of policies and programs that dismantle structural barriers to equity and opportunity, and the ability to balance the needs and demands of many stakeholders and competing priorities and interests.

- Ability to articulate an understanding of racial equity and structural racism, its impact on policy, and the centrality of this analysis to policy change. For Senior Analysts, 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.

- 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.

- Good writing and public speaking skills, including the ability to communicate in compelling ways to a wide range of stakeholders about the importance of early education policy change to achieving racial and ethnic equity.

- Familiarity with DC policy issues and DC Government is a strong plus.

Compensation

Starting salary is in the $70,000 to $87,500 range for a Policy Analyst and $87,500 to $97,500 range for a Senior Policy Analyst, 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 conducts timely and foundational research and analysis for an equitable tax, budget, and policy agenda that centers those most harmed by racial and economic exclusion. We do this to expand collective understanding of how oppressive structures shape past and present inequities and to create a strong evidence base for rejecting racialized austerity politics and embracing policies rooted in shared abundance.

DCFPI strategically communicates with and educates decision makers, partners, and the public to increase salience, resonance, and prioritization of policies that advance racial and economic justice among partners and policy makers.

DCFPI commits our analytic, legislative, and strategic skills and capacities to support partners and build collaborative campaigns for strategic alliances. We do this to ensure more unified and powerful voices advocating for collective vision and goals that are responsive to the experiences of residents facing racial and economic oppression.

How to Apply

Please submit a cover letter and resume to tmitchell@dcfpi.org. Applications will be considered on a rolling basis. The email subject line should be "Early Education Analyst" and application letter and resume file names should be lastname.coverletter.earlyeducation and lastname.resume.earlyeducation.

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.