



Data Analyst/Senior Data Analyst

The DC Fiscal Policy Institute (DCFPI) seeks a Data Analyst/Senior Data Analyst to work with a team of skilled policy analysts on a range of policy issues and research topics affecting residents with low and moderate incomes and Black and brown communities in the District. The Data Analyst/Senior Data Analyst will be part of the policy team and will work on research projects related to economic security, housing, education, and revenue, often in collaboration with issue-area specialists. Topics may include the implications of policy and budget choices affecting cash programs, tax credits, housing affordability, and early and public education, as well as income and labor market trends, DC revenue collections, and the causes and consequences of poverty.

The Data Analyst/Senior Data Analyst does *not* have to bring deep research experience across all of these issue areas, but they must be a curious and quick learner who can apply their analytical skills to a broad range of policy issues. At the Data Analyst level, the successful candidate has experience analyzing and interpreting socioeconomic trends with microdata and large data sets, writing compelling research, developing visual representations of the data, and organizing or leading collaborative research processes. At the Senior Analyst level, the successful candidate will come with robust knowledge of government survey data (particularly US Census data), utilize advanced analytics techniques to extract meaningful insights from large datasets, and have a strong ability to interpret, critique, and explain other original research and apply it to DCFPI's policy work.

Candidates must have strong communications and interpersonal skills, robust understanding of racial equity in policy work, and commitment to contributing to a healthy internal team culture.

Responsibilities

- Contribute to analyses of major policy decisions before the DC Council and Mayor and assess how their benefits and costs would affect different populations.
- Conduct original quantitative research and analysis in support of DCFPI policy goals and advocacy campaigns, and author (or co-author with Policy Analysts) reports, blogs, and briefs on topics that advance antiracism, equity, and inclusion.
- Analyze household survey microdata in Stata or similar statistical packages. And, assess, analyze, and compile for team use data and research on income inequality, poverty, and racial inequity, and develop and occasionally present findings.
- Factcheck data in policy team's reports, blogs, and briefs.
- Organize and lead collaborative research processes with the policy team and other teams at DCFPI.
- Interpret, critique, and explain other original research and apply it to DCFPI's policy work.

- Respond to information requests from the DCFPI colleagues, policymakers, the media, and other partner organizations.
- Assist in training policy team on analytical methods and statistical tools, including Stata or similar programs, and help compile national, state, and sub-state data from government sources.
- May occasionally testify on pending legislation and analyze DC budget and policy proposals related to DCFPI's issue areas.

Minimum Qualifications

- For Data Analysts, an undergraduate degree and at least five years of experience preferably working on data analysis at the local, state, or federal level as legislative staff, executive branch staff, and/or as a researcher or advocate. For Senior Analysts, a Bachelor's degree and at least six years of directly relevant experience is required. A graduate degree in a relevant field may be substituted for two years of work experience.
- A background in economics, sociology, public policy, political science, statistics, macro-focused social work, or other social and economic policy focused areas of study. Candidates must be able to interpret and think critically about economic study findings and methods, regardless of their exact field of study.
- Strong quantitative skills, including a proficiency in Stata, R, Python, or other statistical software and experience analyzing large data sets.
- Demonstrated commitment to accuracy.
- The ability to work on multiple tasks both independently and as part of a highly collaborative team, often on a time-sensitive basis.
- Familiarity with graphics applications is an advantage, as is experience with geographic information systems and mapping software.
- Understanding of policies and programs that dismantle structural barriers to equity and opportunity.
- 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 able to bring a high level of self-awareness, empathy, and social skills to work and interpersonal interactions.
- 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 Data Analyst and \$87,500 to \$97,500 range for a Senior Data 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 Tazra Mitchell at tmitchell@dcfpi.org. Applications will be considered on a rolling basis. The email subject line should be “Data Analyst” and application letter and resume file names should be lastname.coverletter.dataanalyst and lastname.resume.dataanalyst.

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.