

Deputy Director/Director Economic Policy

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

The Inclusive Economy portfolio includes a wide range of policy issues that aim to repair racist harms that perpetuate inequity, build strong foundations for equity, and realize a future of shared abundance. This includes economic and fiscal policies for ending an extractive system of criminal-legal fees and fines, guaranteeing jobs and income, advancing equitable pay and benefits for workers, equitable economic development, and ending discrimination within DC's safety net.

Successful candidates will have robust skill in quantitative research, economic 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 Director/Director of Economic Policy will be an essential partner to the Executive Director and Chief Policy and Strategy Officer in providing leadership, management, and evaluation of DCFPI's policy and advocacy agenda.

Responsibilities

- Work in conjunction with the Executive Director, Chief Policy and Strategy Officer, and policy staff to develop DCFPI's policy research and advocacy agenda under DCFPI's new strategic plan overall, and with a focus on liberatory economic policy.
- Supervise a small team of policy analysts and implementation of their work plans; provide mentorship and professional development.
- Lead and guide DCFPI's research and analysis for the team's inclusive economy portfolio and conduct timely and thorough analyses (blogs, briefs, reports, testimonies) of fiscal and economic policy issues rooted in antiracism, equity, and inclusion.
- Lead or oversee the monitoring, collection, and analysis of data on poverty, inequality, and the economy; and, regularly monitor and synthesize for teammates and partners economic and revenue trends relevant to DCFPI's work.
- Serve as lead staff on selected coalitions and support analysts' work with coalitions and partner organizations; provide strategic advice to partners and campaigns.
- Work closely with the Chief Policy and Strategy Office to project manage the Policy Team's research agenda; and, lead the Policy Team's monthly research meeting.

- 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

- Deputy Director: Undergraduate degree in economics or related field with a focus on the economy and at least eight years of relevant experience, including at least 3 years of supervisory experience, working on economic 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.
- Director: Undergraduate degree in economics or related field with a focus on the economy and at least ten years of relevant experience, including at least 3 years of supervisory experience, working on economic 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 economic 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. Sophisticated understanding of how race dynamics impact supervisory relationships, organizational culture, partnerships, campaigns and coalition work, and demonstrated history of successfully intervening in problematic dynamics and deepening a racial justice approach within an organization, team, or campaign.
- 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.
- Ease in understanding and translating economic research to stakeholders with a wide range of familiarity; and strong facility with 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 \$102,375 to \$112, 875 range for deputy director and \$112,875 to \$139,125 for director, depending on experience. DCFPI offers excellent benefits:

- DCFPI provides health insurance through DC Health Link. DCFPI will contribute an amount tied to the most expensive platinum plan on DC Health Link. The DCFPI contribution will equal 88 percent of the reference plan premium for the employee and 65 percent of the reference plan premium for an employee's spouse and dependents.
- Other benefits include dental and vision care, life and long-term disability insurance, a 7% contribution to retirement, an employee assistance program, student loan and wellness stipends, sabbatical leave, and generous vacation, sick, and holiday leave.

About DCFPI

DCFPI shapes racially-just tax, budget, and policy decisions by centering Black and brown communities in our research and analysis, community partnerships, and advocacy efforts to advance an antiracist, equitable future. DCFPI is the leading independent source of information on the DC budget and how the District's resources are spent. We are a vital resource to other nonprofits, are trusted and respected by DC policymakers, and are frequently cited in the media. We have a proven track record of successfully advocating for the fundamentals that everyone in the District deserves.

How to Apply

Please submit a cover letter and resume at

<https://dcfiscalspolicyinstitute.applytojob.com/apply/RIBJqz6j5Y/Deputy-DirectorDirector-Economic-Policy>

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.