



Policy Analyst/Senior Policy Analyst: Affordable Housing

The DC Fiscal Policy Institute (DCFPI) seeks a Policy Analyst/Senior Policy Analyst to support the organization's research and advocacy on affordable housing policies in the District of Columbia, with a focus on building a holistic approach to ending displacement for Black and brown residents. The Policy Analyst/Senior Policy Analyst will support DCFPI's advocacy for people with low incomes and Black and brown residents on a wide range of affordable housing issues, including housing preservation and production, tenants' rights, vouchers, and Black homeownership opportunities. This position will engage with various stakeholders and coalitions, including, but not limited to, the Fair Budget Coalition's Housing Issue Group and the Tenant Opportunity to Purchase Act (TOPA) coalition.

The successful candidate will conduct research and help develop budget and policy solutions that repair historic and structural harm that has left Black and brown residents more vulnerable to displacement pressures, including increasing housing costs, evictions, and reductions to tenants' rights. At the Policy Analyst level, the successful candidate will 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 affordable housing issues and deep skill with quantitative and qualitative research, policy development aimed at dismantling structural barriers for Black and brown residents, 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 affordable housing 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 affordable housing.
- 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 racially diverse 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 five years of experience preferably working on housing 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 six 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 affordable housing issues is preferred. Facility with numbers, including the use of spreadsheets. For Senior Analysts, robust knowledge base around affordable housing and advanced facility with one or more quantitative analysis programs, including Excel, Stata, R, or others.
- 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 affordable housing 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 \$73,500 to \$91,875 range for a Policy Analyst and \$91,875 to \$102,375 range for a Senior Policy Analyst, depending on experience.

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, retirement, an employee assistance program, student loan and wellness stipends, and generous vacation leave, sick leave, and holiday schedules.

About DCFPI

The DC Fiscal Policy Institute envisions a District of shared abundance and collective liberation where everyone has the nurture, sustenance, and safety every person inherently deserves. We strive for a future that roots out anti-Blackness, enables Black and brown residents to live to their fullest, ends displacement, and repairs centuries of racist harm built into our systems.

DC Fiscal Policy Institute's mission is to shape 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.

How to Apply

Please submit a cover letter and resume to kcoventry@dcfpi.org. Applications will be considered on a rolling basis. The email subject line should be “Affordable Housing Analyst” and file names should be lastname.coverletter.affordablehousing and lastname.resume.affordablehousing.

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.