**JOB ANNOUNCEMENT**

**Dynamic Opportunity for a Lead Strategic Researcher**

**with Commitment to Economic & Racial Justice**

EBASE has a 19-year track record of advancing economic, and racial justice by building an inclusive economy in the East Bay based on good jobs and healthy communities. We address the root causes of injustice by developing strategic alliances among residents, workers and people of faith to build power and create change with low-income workers and people of color. We have an effective and seasoned staff and engaged board that are committed to a bold vision of economic, racial and gender justice and a transformational approach to organizing that creates strong solidarity among people of color, women, immigrants, queer folks, among others.

EBASE is working to grow the Bay Area’s economic abundance and create safe, healthy communities that embrace the humanity of all people – honoring our full experience and developing our brilliant minds, compassionate hearts, and divine spirits. Even in these challenging times, we believe that the greatest defense is offense; EBASE has led our communities to not only resist, but also to build local power and advance policies that begin to reclaim our cities, our workplaces and our democracy. We are heartened by our recent victories for good jobs, sanctuary cities and workplaces, and racial justice in Oakland and Concord as we deepen our regional impact and build a strong movement for justice throughout the East Bay. EBASE is a founding member of the national Partnership for Working Families and the statewide California Partnership for Working Families.

Position summary

The Lead Strategic Researcher conducts and coordinates research to support the organization’s comprehensive economic and racial justice campaigns in the East Bay and in support of regional and statewide efforts of which EBASE is a part. The Lead Strategic Researcher leads EBASE’s data analysis and research work that reframes the debate about the local and regional economy, and informs and make the case for solutions proposed by our coalitions. EBASE uses a variety of qualitative and quantitative research strategies. including industry analysis, policy analysis, data collection and analysis, and report publication. The Lead Strategic Researcher will participate in EBASE team meetings for local campaigns and be responsible for particular projects within campaigns. The Lead Strategic Researcher will represent EBASE in statewide coalitions and lead workgroups of researchers from ally organizations to collaborate on projects.

The Lead Strategic Researcher reports to the Executive Director and may be assigned to work with a Campaign Director. The Lead Strategic Researcher may supervise staff and interns assigned to research projects

Job Responsibilities

*Regional and Statewide Research Projects*

The Lead Strategic Researcher will play a leadership role in coordinating research partners working on collaborative regional and statewide projects. This may include:

* Lead process to develop an analysis of the goods movement and e-commerce industry in the East Bay, including companies; occupations and job quality issues; and existing and possible policy interventions to improve job quality and access for to jobs for local communities of color.
* Support efforts to analyze goods distribution facilities across California. Coordinate statewide working group of researchers analyzing this industry & developing policy solutions to support workers faced with insecure work.
* Track, assess, and recommend positions on state legislation that align with EBASE’s work.
* Liaise with academics and research centers including the UC Berkeley Labor Center.

*Campaign research, policy analysis, and other campaign support*

Depending on the campaign or project, Lead Strategic Researcher may:

* Develop and execute a research plans with the campaign team in support of campaign goals.
* Develop and implement strategic research to better understand companies and employment practices in key sectors of the economy in which EBASE works (i.e. hospitality, warehouse/goods distribution, housing)
* Coordinate coalition partners on research projects.
* Track city council and public agency agendas and associated materials on topics related to EBASE campaigns.
* Track current debates about particular policy solutions, such as living wages, local hire policies, labor standards, ban the box/fair chance, tenant protections, and equitable development.
* Gather best practices and lessons regarding policy solutions; present options to campaign teams and coalition partners.

*Data collection, analysis, and reports*

Depending on the campaign or project, the Lead Strategic Researcher may:

* Identify, gather and analyze relevant data sources and sets for a particular research project.
* Support organizers in developing, conducting, and analyzing worker and resident surveys to gather original data
* Summarize findings to campaign teams, coalition partners, decision makers & funders via memos and presentations.
* Manage the writing and publication of white papers & research reports that illustrate the meaning of data to a variety of audiences

Required experience and qualifications

* 5 years of prior work and demonstrated commitment to worker and resident organizing, economic justice, and social justice movements. Experience as a researcher with unions, policy organizations or community groups.
* Bachelors degree in public policy, economics urban planning, or similar program or equivalent experience
* Excellent writing skills for a policy-making audience, including ability to succinctly summarize
* Proficiency in using Microsoft Excel to execute complex formulas and to create illustrative graphs and charts. Experience with statistics to conduct data analysis.
* Proficiency in basic qualitative research skills including internet searches, interviews, surveys and focus groups.
* Experience analyzing policy options and components; providing recommendations on policy options.
* Strong verbal communication skills and experience making presentations to multiple audiences, including testimonies to government agencies and/or trainings to community organizations
* Tenacity in performing investigative research, including pursuing interviews with key stakeholders
* Ability to work well in a team and take initiative. Detail-oriented and accountable to team goals and individual workplan
* Experience working in multi-cultural settings. Direct experience working in low-income communities of color

Preferred qualifications

* Masters degree in public policy, urban planning, or similar program or equivalent experience
* Experience analyzing corporations, financiers, and industry practices regarding employment issues.
* Experience in workers rights research, local government policymaking, budgeting, living wage policies a plus

Compensation and Benefits

The salary for this position is between $53,000-$60,000, depending on experience, plus a generous benefits package.   EBASE provides an excellent working environment that encourages teamwork & recognizes high-quality work.

Email cover letter and resume to**:** search@workingeastbay.org, Subject line “Lead Strategic Researcher” or mail to 360 14th Street, Oakland, CA 94607. Applicants who do not meet the minimum requirements will not receive a response.

**Application deadline:**  **October 24, 2018.** The position will be open until filled and starts immediately.

*EBASE is an affirmative action employer, and strongly supports the social goals of affirmative action. We therefore make special efforts to recruit individuals from groups that are historically under-represented in professional environments, or that suffer broader societal discrimination.*