**JOB ANNOUNCEMENT**

**Dynamic Opportunity for a Strategic Researcher**

**with Commitment to Economic and Racial Justice**

For more than 20 years, East Bay Alliance for a Sustainable Economy (EBASE) has been 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, including white supremacy and corporate control, by developing strategic alliances among residents, workers and people of faith to build power and win systemic change. Through our campaigns we develop the leadership and capacity of Black and Brown communities, low wage workers, and tenants. We have an effective and seasoned staff and engaged board who are committed to a bold vision of economic and racial justice and a transformational approach to organizing that creates strong solidarity among people of color, women, immigrants, queer folks, among others. EBASE is a founding member of the Partnership for Working Families national network.

**Position summary**

The Strategic Researcher is primarily responsible for conducting research to advance EBASE campaigns for economic and racial justice in Oakland, Concord and the East Bay. The Strategic Researcher works with campaign teams to identify and carry out research projects and assignments that may include corporate analysis, survey development and data analysis, policy analysis and development, and writing. The work of the Strategic Researcher will spotlight the problems, point to our solutions, reframe the debate, and educate and influence decision makers to make the right choice.

**Job Responsibilities**

**Campaign research:** The Strategic Researcher works with campaign teams to identify and carry out research strategies that will spotlight the problem, point to our solutions, and educate and influence the decision makers to support our proposals.

* Gather information on and highlight the economic and racial injustices EBASE addresses through analysis of existing data sets, creation of our own surveys and qualitative tools, and analysis of results.
* Describe our solution through research briefs and policy recommendations.
* Conduct corporate research to identify relationships and power dynamics among decision-makers.
* Coordinate coalition partners on research projects and policy analysis.
* Work with campaign teams and communications staff to present data and research in well-written and visually-compelling format.
* Present research and recommendations with decision-makers, coalitions partners and to the media. Testify at public meetings.
* Provide succinct facts and figures that can be incorporated into talking points, social media campaigns and graphic materials.

**Agenda and issue tracking:** The Strategic Researcher stays up-to-date on local policies and issues that EBASE works on through tracking of agendas for local government bodies and news articles.

* Weekly tracking of agenda for key local government bodies, providing summary and analysis of policy proposals.
* Stay up-to-date on policy debates locally, statewide and nationally on key issues that EBASE is engaged, including local labor standards, tenant protections, local budgets and equitable development.
* Present on policy issues with EBASE staff and coalition partners, providing analysis, summary and recommendations.
* Analyze corporate entities and industry trends that influence EBASE's landscape.

**Big picture research**: Conduct research that helps EBASE to frame critical big picture issues of economic and racial injustice affecting the East Bay and California and that helps to develop future EBASE campaigns.

* Identify, gather and analyze relevant data sources and sets for research on East Bay demographic, labor market and voting trends.
* Support organizers in developing, conducting, and analyzing worker and resident surveys to gather original data.
* Manage the writing and publication of white papers & briefs that illustrate the meaning of data to a variety of audiences.
* Support campaign development by providing industry and landscape analysis.

Required experience and qualifications

* 2-4 years of prior research work in the labor movement or with an economic or racial justice organization, preferably in connection to organizing and/or policy advocacy campaigns.
* Tenacity in performing investigative research, including identifying and pursuing interviews with key public agency staff and stakeholders.
* Strong writing skills for a policy-making audience, including ability to succinctly summarize. Uses good judgment in external communications and ability to adhere to organizational protocols.
* Strong verbal communication skills and experience making presentations to multiple audiences, including testimonies to government agencies and/or trainings to community organizations.
* Detail-oriented and accountable to both team goals and individual workplan goals.
* Proficiency in basic qualitative research skills including internet and media searches and interviews.
* Proficiency in using Microsoft Excel to execute complex formulas and to create illustrative graphs and charts.
* Ability to work well in a team and take initiative.

Preferred qualifications

* Familiarity with data analysis programs such as SAS, GIS, or IMPLAN a plus, but not required.
* Direct experience working with low-income communities of color.
* Experience in local government policymaking or in working on relevant policy issues, including local hire, labor standards, equitable development, or tenants rights.

If you don’t meet all the criteria above but still feel your experience could be a good fit for the role, please apply. We recognize that candidates who don’t check every box can still add value to our team.

### **Work Environment:**

Like all EBASE staff, this position will generally work from home during shelter-in-place. In the future, this position will be based out of the Downtown Oakland office.

### **Compensation and Benefits:**

The salary range for this position is between $50,000-$55,000 (depending on experience), as well as an annual cost of living adjustment dependent on budget. EBASE contributes 3% - 6% of employee salary towards the 401(k) retirement plan and provides additional benefits valued at roughly $25,000 per year. This includes fully paid employee health insurance (medical, chiropractic and acupuncture) generous vacation, sick leave, personal days, and holidays, and training and professional development opportunities. EBASE provides an excellent working environment that encourages teamwork and recognizes high-quality work.

This position is part of a bargaining unit represented by CWA Local 9415.

### **How to Apply:**

To apply, please email a cover letter, resume, and 3 references to [search@workingeastbay.org](mailto:search@workingeastbay.org). Please send documents in Adobe pdf format, with “Strategic Researcher” in the subject line.

Preference to applications received by November 18, 2020. The position is open immediately and will be open until filled.

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.