ENVIRONMENTAL JUSTICE RESEARCH ANALYST
FEDERAL POLICY OFFICE - WASHINGTON, DC

ABOUT US

West Harlem Environmental Action a/k/a WE ACT for Environmental Justice is a non profit, community-based advocacy organization that works to build healthy communities by ensuring that people of color and/or low income residents participate meaningfully in the creation of sound and fair environmental health and protection policies and practices. **WE ACT is a nationally recognized leader in the environmental justice (EJ) movement** and is known for its work in the areas of children's environmental health; government accountability; and climate, energy and environmental justice. WE ACT's deep roots in the community, track record of policy impact, integrity and reputation are driving exponential growth over the next year, including in our federal policy office.

WE ACT is the only national EJ organization with a permanent presence in Washington, DC. Our newly minted five-year strategic plan outlines a federal policy strategy that includes advancing and reforming new national policy, practices and regulations; supporting policy implementation and regulatory efforts of existing policy to ensure accountability; convening coalitions, organizations and researchers to drive a shared national EJ agenda; building a powerful narrative to catalyze a national EJ movement; and serving as a connector, regrantor and technical assistance provider to build the capacity of EJ organizations into a powerful, cohesive national movement.

WE ACT prioritizes the voices of longstanding community members, communities of color, lower-income communities and, most importantly, those who have been historically marginalized and subjected to environmental and other forms of racism and exclusion. In accordance with the Jemez Principles, **we believe that communities must speak for themselves**.We work at the intersection of community engagement and activation, policy, research and education. WE ACT leverages our place at the table to push system actors, including elected officials, Big Greens, coalitions and allies to center racial justice and equity.

ABOUT THE ROLE

WE ACT is seeking an Environmental Justice Research Analyst with a demonstrated passion for justice and equity issues for our Federal Policy Office. This individual reports to the Federal Regulatory Affairs Manager and will perform research, data collection and analysis to inform our efforts to advance equitable and just climate, transportation, energy and toxics policies and practices at the local/state and national levels. The EJ Research Analyst's work will be used for memos, reports, charts and slides, enabling the policy team to analyze, build and interpret climate and energy models and to inform advocacy and coalition building efforts.

Key Responsibilities include:
- Perform quantitative problem-solving, data set collection and analysis and manage large datasets that can be used to inform legislative and regulatory actions.
- Review literature, conduct secondary research and synthesize findings into concise and well-written summaries.
- Communicate analysis to internal stakeholders, who may present analyses to funders and coalition partners in the form of webinars, trainings, articles or reports to accelerate progress and learnings in needed areas.
- Prepare presentations, reports, memos and other communications materials that can be used in congressional, administration and general public outreach.
- Participate and provide planning support for meetings, workshops and other advocacy efforts.

ABOUT YOU

The incoming Environmental Justice Research Analyst is driven by their belief in and commitment to WE ACT's vision and mission. Through their track record as a researcher and data analyst, the successful candidate supports WE ACT's data-driven and equity-centered policy agenda. The EJ Research Analyst should come with a strong interest in decarbonizing our economy, national mandatory emissions reductions standards, indoor air pollution and toxic exposures and local/state environmental justice and climate action planning.

The successful candidate is entrepreneurial and self-directed, anticipating the needs of the policy team and initiating innovative research approaches. This role requires a deep commitment to the principles of environmental justice and the desire to play a vital role in the movement. The optimal candidate has worked in an advocacy environment and understands the campaign or movement context. **The selected candidate will also possess most of the following *Core* and *Preferred* qualifications**:

Core
- Strong commitment to the mission and goals of WE ACT and a strong passion for solving the climate crisis through environmental justice.
- At least 2 years of research experience that includes environmental, climate, energy, or civil rights work.
- Demonstrated experience working across lines of race, class, gender and geography and an analysis of how climate change and energy-related issues intersect with historically marginalized communities.
- Strong data literacy and analytical skills with professional and/or educational experience that demonstrates qualitative and quantitative analytical skills, modeling and using data and analysis. Specifically:
    - Advanced Excel skills and/or other modeling and systems analysis tools;
    - Experience in data reporting and visualization, turning complex data into clear, actionable insights and recommendations;
    - Strong computational and analytical skills and the ability to apply these for advocacy and campaign purposes; and
    - Working knowledge of statistics, economics or finance.
- Strong oral and written communications skills in order to:
    - Translate complex data and analysis into persuasive narratives;
    - Communicate WE ACT strategies without jargon.
- Strong project management skills and the ability to prioritize and be flexible in a fast-paced,

constantly evolving and collaborative environment, where working on a team and working individually are required.

Preferred
- Formal education or commensurate work experience in environmental studies, earth sciences, engineering, economics, public policy or related field.
- Proficiency in Stata, R, or other statistical computing programs.
- Experience with GIS, Tableau or other Business Intelligence and visualization software.
- Familiarity with Python, SQL and management of large data sets.
- Experience and knowledge in energy, fossil fuel, finance, transportation or environmental policy, along with exposure to energy industry specific datasets (i.e., EPA and EIA) and GHG reduction technology.
- Experience using data and analysis in a campaign or advocacy context.

SALARY & BENEFITS
WE ACT offers competitive nonprofit compensation and is committed to justice in salary transparency and wage equity. The salary range for this position is $65,000 - $75,000, based on experience and qualifications. WE ACT offers a generous suite of benefits, including comprehensive health care (medical, dental and vision), flexible spending account, life insurance, pre-tax transit program, retirement programs and paid holidays and vacation, along with onsite HR support for your benefit needs. WE ACT follows a **3-2 hybrid work policy,** requiring 3 days in the office per week. All staff are fully vaccinated.

OUR COMMITMENT TO EQUITY, DIVERSITY & INCLUSION
WE ACT is an equal opportunity employer and strongly encourages applications from people of color, women, persons with disabilities and LGBTQ communities. We are committed to transparent and equitable recruitment, hiring and promotion processes that foster inclusion and belonging. If you've read this job description, are excited by it and can see yourself in this role, we hope you apply. If you need a reasonable accommodation during the application or interview process, please email David Hudson at david.hudson@weact.org.

HOW TO APPLY
To apply or nominate a candidate, please send to david.hudson@weact.org with "Environmental Justice Research Analyst" in the subject line a resume and cover email or letter answering the following:

1) Why are you passionate about environmental justice?
2) Briefly share a research effort you played a key role in. What was the goal and what did you learn through that experience that you would bring with you to support WE ACT's policy goals?

Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled and applications will be reviewed on a rolling basis.