



## Policy Analyst

The Bell Policy Center is hiring for a Policy Analyst to research and analyze economic mobility policy issues, communicate findings to partner organizations and the public, and work with other members of the team to advance policies that support economic mobility for every Coloradan. We seek someone with the ability to build strong relationships with community partners; strong analytical skills; a working knowledge of issues in housing, community wealth building, family economic security, post-secondary education, and/or economic mobility; a strong commitment to equity-focused research and engaging community voice; and the ability to communicate information effectively.

The Policy Analyst will participate in the Bell's research and analysis on economic mobility policies in Colorado, dissemination of that research, and related advocacy activities in their issue areas. The work could include a range of state policy issues, but will likely focus on housing (including increasing homeownership, housing development, and ensuring people have the resources to remain in their homes) and wealth building, as well as on closing equity gaps in other key structural systems that drive economic mobility. The Policy Analyst reports to the Director of Policy and Research and works closely with the policy team and other key staff.

### Responsibilities

- Inform and contribute to the Bell's work on housing and wealth building, as well as on other equity gaps in key structural systems driving economic mobility.
- Conduct qualitative and quantitative research and data analysis, and develop strategic and timely research briefs, analyses, and articles on elements of housing, wealth building, and other key economic mobility issues.
- Conduct and engage in community-centered and informed research to identify and advance key priority areas.
- Provide peer review and fact checking for research authored by other members of the policy team.
- Develop written analyses and graphic presentations of findings and present them to key partners, policymakers, and other audiences.
- Monitor the larger public dialogue around issues of focus and help the larger team anticipate emerging developments and trends.
- Advocate for the Bell's vision, values, and ideas on a regular basis before the legislature, coalitions, executive branch agencies, funders, community partners, the media, and the public.
- Develop and maintain relationships with individuals and organizations involved in areas of policy focus, and represent the Bell in strategic coalition efforts as appropriate.

### Qualifications

- Commitment to pursuing policies and research from an intentional equity lens; strong understanding of the impact of structural racism, sexism, and other systemic issues on economic mobility and policy.
- At least two years of experience in a related field and/or policy organization. Preference given to candidates who have familiarity with issues of housing, wealth-building, post-secondary education, workforce development, or general issues of economic mobility in Colorado. An advanced degree in a policy-related field and/or relevant lived experience and expertise is a plus, but not required.

- Experience building relationships and working with community partners to identify priority issues, concerns, and solutions. Understanding of community-engaged strategies for research and policy development are preferred.
- Experience conducting policy analysis and comfort with state and federal data sources, statistical analysis, standard research methods, and administrative data sources (such as budget data, state/local agency data, or US Census data).
- Ability to analyze the specific requirements and impact of legislation and public policy.
- Strong written and verbal communication skills; ability to synthesize and communicate complex information to a variety of audiences.
- Ability to work with multiple projects, priorities, and deadlines.
- Ability to work independently and as part of a team.
- High level of flexibility and ability to thrive in a fast-paced environment.

### **Compensation**

The salary for this position is \$71,000 annually. Benefits include health, dental, and vision insurance (70% paid by employer); life and disability insurance (100% paid by employer); a 401k retirement program with a match after three months of service; and a flexible work schedule, in addition to paid vacation, sick leave, holidays, and family and medical leave. The Bell Policy Center operates in a hybrid work environment, with some in-person meetings and work required at our office in downtown Denver as well as occasional outreach in other communities in Colorado.

### **To Apply**

Please send a resume and cover letter to Hannah Arredondo, Finance and Operations Associate, [arredondo@bellpolicy.org](mailto:arredondo@bellpolicy.org). Please include "Policy Analyst" in the subject line of your email.

### **About the Bell Policy Center**

Based in Denver, Colorado, the Bell Policy Center's mission is to ensure economic mobility for every Coloradan. Through policy research, outreach, communications, and advocacy, we work to ignite a conversation that inspires communities and their leaders to transform Colorado into a state where everyone thrives. Recognizing that racism, sexism, classism, and other systemic forms of oppression have prevented generations of Coloradans from enjoying economic mobility, the Bell focuses on key systems and levers for mobility, such as public finance, the care economy, postsecondary education and workforce development, housing, and family economic security. We are nonprofit and nonpartisan. To learn more about our work, go to [www.bellpolicy.org](http://www.bellpolicy.org).

Well-respected within Colorado and nationally for its high-quality research, effective advocacy, and leadership in progressive policy, the Bell offers opportunities to build a strong research portfolio and networks within the progressive policy ecosystem. Past staff have gone on to senior positions in state government as well as with both state and national think tanks and advocacy organizations.

The Bell Policy Center is a 501(c)(3) non-profit organization with a 501(c)(4) affiliate, the Bell Action Network. The Policy Analyst works for both organizations, though the vast majority of work is for the Policy Center.

The Bell Policy Center is an equal opportunity employer. We know that Coloradans who belong to marginalized groups in society—including people of color, people from working class backgrounds, immigrants, people with disabilities, women, and LGBTQ+ people—are more likely to be left out of opportunities for economic mobility. Because we believe these communities must be centered in the work we do, we strongly encourage applications from people with these identities or who are members of other marginalized communities.