NEW JERSEY POLICY PERSPECTIVE

About NJPP

New Jersey Policy Perspective (NJPP) is a nonprofit, nonpartisan research organization that drives policy change to advance racial equity, economic justice and prosperity for all New Jerseyans through evidence-based, independent research, analysis, and advocacy. Since 1997, NJPP has played an essential role in advancing progressive state policies.

Commitment to Diversity, Equity, and Inclusion

NJPP is committed to building a more diverse and inclusive organization to fully represent and engage all New Jerseyans. We strongly encourage applicants from diverse communities, constituencies, and identities, including but not limited to: people of all ethnic/racial backgrounds, people of all gender identities/gender expressions, people with disabilities, low-income and LGBTQIA+ persons.

About the Role

NJPP is seeking to hire a full-time policy analyst to produce timely, credible and accessible research and analysis on New Jersey's transportation, environment, and related policies. The analyst should be highly motivated, effective, and committed to advancing policy ideas that foster broadly shared prosperity and widespread opportunity. The position offers an excellent opportunity to join in a collaborative, high-growth, mission-driven organization and to help inform critical conversations that will shape the future of New Jersey's environment and public transportation systems.

Responsibilities

- Produce policy reports, blogs, and briefs on transportation and environmental issues.

- Promote effective policy recommendations that improve the lives of New Jerseyans.

- Conduct original quantitative and qualitative research.

- Testify on pending legislation in your issue areas.

- Identify new emerging transportation and environment issues that could help state residents.

- Engage with media, inform policymakers and staff, and collaborate with community-based advocates.

- Represent NJPP in advocacy coalitions.

- Present on NJPP research for diverse audiences.

- Take a proactive, leadership role on transportation and environment legislative issues at the state or federal level.

Core Competencies

Quantitative/Qualitative Skills

- Exceptional research skills in quantitative and qualitative analysis. Experience with Microsoft Excel and other data analysis programs as necessary.

- Commitment to economic, racial, and social justice through intersectional analyses.

- Demonstrated expertise in analyzing and estimating the fiscal impact of transportation and environment programs and services.

- Analyzes and clearly documents data to make comparisons and draw conclusions.

- Ability to think creatively about research designs as well as policy solutions.

- Identifies cause and effect relationships to solve complex problems.

- Identifies opportunities to visualize data and/or present analysis creatively to expand potential reach and impact.

Oral and Written Communications
- Excellent writing and public speaking skills with the ability to explain complex issues in everyday language.

- Prepares written documentation to transfer technical information about concepts, situations, products, services, or results to diverse audiences.

- Ability to organize, express and communicate ideas in a clear, succinct, accurate, and convincing manner through a variety of communication settings and styles.

- Ability to communicate effectively with and quickly respond to the media.

Interpersonal Communications
- Demonstrates adaptive and effective communications suitable for a wide range of audiences.

- Actively listens to seek clarification and understanding.

- Open to consider other viewpoints.

- Uses diplomacy and tact.

Priority Setting and Problem Solving
- Probes all sources for answers, looks beyond the obvious.

- Spends time on what's important.

- Quickly zeros in on critical issues and puts the trivial mainly aside.

- Eliminates roadblocks and creates focus.

Internal and External Political Savvy
- Understands the political environment of New Jersey.

- Perceives organizational and political sensitivities and acts accordingly.

- Understands different people's attitudes about power and politics and adapts personal approaches for optimal influence.

Networking/Relationship Building/Collaboration

- Works cooperatively with others, inside and outside the organization, to accomplish objectives to build and maintain partnerships, leverage information, and achieve results.

- Identifies, organizes, facilitates and /or sustains mutually beneficial partnerships and alliances with internal and external stakeholders.

- Experience in effectively working with state legislators or members of Congress on transportation and environment issues. And experience working with public and private sectors of the transportation and environment systems.

- Experience in effectively working with coalitions to support transportation and environment policies that benefit low- and middle-income individuals and families, people of color, and other groups that are systematically left behind.

Agility

- Anticipates trending issues and potential opportunities and consequences accurately.

- Juggle complex and occasionally shifting timelines.

- Works constructively with NJPP leadership and board.

Compensation

This position is full-time and based in Trenton. The salary range for the Transportation and Environment Policy Analyst is $60,000 - $70,000. NJPP also offers a competitive benefits package.

How to Apply

Please send your resume, cover letter, and writing sample to careers@njpp.org with the subject line "[Last name] - Transportation and Environmental Policy Analyst" by September 10, 2021.

NJPP is an equal opportunity employer. We will consider applicants for this position without regard to any category protected by applicable federal, state or local law, including but not limited to race, color, religion, sex, national origin, age, physical or mental disability, veteran status or uniformed service member status.

Women, people of color, LGBTQ people, young people, and members of other historically disenfranchised populations are strongly encouraged to apply.