

NEW JERSEY POLICY PERSPECTIVE

About NJPP

New Jersey Policy Perspective (NJPP) is a nonpartisan think tank that drives policy change to advance economic, social, and racial justice through evidence-based, independent research, analysis, and strategic communications. NJPP is a leading policy voice in Trenton and was instrumental in the campaigns to raise the minimum wage, enact earned sick days, pass the millionaires' tax, and much more.

About the Role

Following the promotion of Nicole Rodriguez to President, New Jersey Policy Perspective seeks a highly skilled and motivated person for the position of Policy Director.

Celebrating its 25th anniversary in 2022, NJPP develops innovative policy ideas through evidence-based, independent research and engages in advocacy, analysis, strategic communications, and collaboration with partners to achieve a shared vision of economic justice.

The Policy Director has a major role in developing, managing, and advancing NJPP's ambitious research and advocacy agenda rooted in racial, economic, and social justice. The Policy Director reports to the President and supervises a team of policy analysts. Beyond NJPP's core mission of tax and budget policy, our analysts work on health care; immigrant and workers' rights; criminal justice reform; child and family policy; transportation/climate issues; democracy; and education.

A successful candidate has strong leadership and project management skills, a deep understanding of the political and legislative processes, and a keen knowledge of major public policy issues facing New Jersey.

The Policy Director's main duties involve managing the team of analysts; guiding original research and writing; editing; speaking to the media; making public presentations; and interacting on strategy and managerial issues with NJPP's Communications, Development, and Operations Directors.

NJPP is a "think and do tank" that drives progressive policy change. All of NJPP's work promotes equity and focuses on the need to undo policies and practices that over the years have created wide disparities, especially along racial and ethnic lines. Since its founding in 1997, NJPP has been a leading policy voice in Trenton and the leader of — or a key participant in — efforts to raise the minimum wage, enact earned sick days, increase state income tax rates on the wealthiest households, reform state business tax breaks, and democratize the political system.

NJPP lives by the principle that New Jersey thrives when all residents enjoy lives of dignity, opportunity, and economic security, and that too many New Jerseyans struggle to have the basic

building blocks of life: a decent place to live, education, good family-supporting jobs, child care, health care, transportation, and other essentials needed to build a secure future for themselves and their loved ones. We hold that, for too long, the policies and politics of New Jersey have fallen short, failing to equitably raise the required revenue and make the public investments necessary to break down structural barriers and put prosperity within everyone's reach.

Primary Responsibilities

- Work in collaboration with the President and policy analyst staff to develop NJPP's policy research and advocacy agenda under the organization's strategic plan, across a range of issue areas.
- Supervise a team of policy analysts and implementation of their work plans.
- Provide mentorship and professional development.
- Create internal systems for better tracking of research, testimonies, and other areas of management for analysts.
- Review and edit all policy reports, fact sheets, and other written material produced by the policy staff, and hand off that work to the Communications team for final polishing and dissemination.
- Review all materials developed by policy staff to ensure methods and findings conform to NJPP standards for qualitative and quantitative research, requiring changes or additional documentation from policy staff when needed.
- Be part of the team that delivers NJPP's strategic messaging to shape public debates through interaction with the news media.

Other Responsibilities

- Serve as a leading resource and liaison to local, state, and national partner organizations.
- Take a leadership role in working with partner organizations around key policy issues, primarily, but not limited to, issues not covered by other policy staff members.
- Build relationships with policymakers in the executive and legislative branches of state government, opinion leaders, and existing and potential partners and allies.
- Collaborate with staff in all departments to ensure effective internal systems and procedures are in place and support efforts to build and maintain an inclusive, healthy workplace.

Core Competencies

- Extensive understanding of policies and programs that dismantle structural barriers to equity and opportunity, ability to develop high-level vision and strategy to affect policy, and ability to balance the needs and demands of many stakeholders and competing priorities and interests.
- Exceptionally organized with strong managerial and leadership skills that center equity and inclusion.
- Excellent writing and public speaking skills, particularly the ability to communicate in compelling ways to a wide range of non-expert stakeholders about the importance of fiscal and

economic policy change to achieving racial and ethnic equity.

- Exceptional ability to respond in a timely manner to competing demands in a complex, fast-paced, and rapidly changing policy environment.
- Clearly and consistently articulates a sophisticated understanding of racial equity and structural racism, its impact on policy, and the centrality of this analysis to policy change.
- Ability to integrate that knowledge into work projects and interactions by addressing structural implications and disproportionate impacts of policies, activities, and decisions on race, class, and other group identities within the context of job responsibilities and projects.
- Keen awareness of group identities and their attendant dynamics, consistently bringing a high level of self-awareness, empathy, and social skills to work and interpersonal interactions.

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.

Compensation

This position is full-time and based in Trenton, with flexible opportunities for working remotely. The salary range for the Policy Director position is \$90,000-\$100,000. NJPP offers a competitive benefits package.

How to Apply

Please send your resume, three writing/editing samples, and a cover letter highlighting your interest and qualifications to careers@njpp.org with the subject line “[Last name] - Policy Director.” The position will be open until filled.

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, LGBTQIA+ people, young people, and members of other historically disenfranchised populations are strongly encouraged to apply.