

NEW JERSEY POLICY PERSPECTIVE

Job Description: Senior Policy Analyst, Health (Full-Time, Hybrid Position, Based in NJ)

About New Jersey Policy Perspective

New Jersey Policy Perspective (NJPP) is a nonpartisan think tank focused on state-level solutions to advance economic, racial, and social justice in New Jersey. Through independent, evidence-based research and strategic partnerships, NJPP produces research and engages partners to shape public policy solutions to New Jersey's most pressing challenges. For over 25 years, NJPP has been at the forefront of elevating policies that reduce inequality, promote equity, and create shared prosperity for all New Jersey residents.

Position Overview

NJPP seeks a talented and experienced Senior Policy Analyst to lead research and analysis on New Jersey's health care systems and the social and economic factors that shape health outcomes in a variety of topic areas — from reproductive health to prescription drugs. The role requires strong technical knowledge of how health care systems function, as well as the ability to translate complex data and policies into accessible analysis that informs public debate and decision-making.

In addition to producing high-quality research, the analyst will represent NJPP in coalition and grassroots spaces, ensuring that community perspectives inform the organization's policy work. This position offers the opportunity to directly influence conversations about how health care systems in New Jersey function and to advance evidence-based solutions that promote equity and better health outcomes for all. This position reports to the Research Director.

Core Duties and Responsibilities:

Research & Writing 55%

- Lead the development of major research projects, including designing methodologies, conducting advanced data analysis, and synthesizing findings into actionable policy recommendations.
- Serve as the lead author on publications including reports, explainers, policy briefs, blog posts, op-eds, fact sheets, and more.
- Identify new, emerging issues in health policy that affect state residents, with particular focus on benefiting low-to-middle-income residents, communities of color, and other historically excluded groups.

Policy & Public Engagement 15%

- Monitor and shape policy developments in your issue area(s), including legislation, budgets, and administrative actions.
- Serve as a subject-matter expert and a spokesperson for NJPP in legislative hearings, press events, coalition meetings, grassroots spaces, and media interviews, offering compelling analysis that advances NJPP's work.
- Cultivate and maintain strong working relationships with directly impacted communities, coalition partners, and policymakers.

Collaboration & Strategy 20%

- Partner with communications staff on messaging, visuals, and rollout strategies for research publications and advocacy campaigns.
- Provide peer review and editorial support across NJPP publications to ensure accuracy and clarity.
- Contribute to organizational strategy discussions, cross-team planning, and the development of NJPP's research agenda.
- Contribute policy expertise for grant reports and participate in foundation meetings as needed.

Leadership & Mentorship 10%

- Mentor Policy Analysts and interns on research, writing, and communications.
- Travel within New Jersey (Trenton, Newark, and other locations) for hearings, meetings, and events.
- Remain flexible to take on related duties as organizational needs evolve.

Required Skills and Experience

Research & Analysis

- Expertise in health policy research, with strong quantitative and qualitative skills, as well as experience in estimating fiscal and social impacts.
- Ability to analyze complex data and translate findings into actionable insights.
- Experience designing creative, rigorous research projects.
- Facility with Excel and other data analysis tools.

Communication

- Excellent writing and speaking skills, with a track record of producing clear, compelling materials for non-technical audiences.
- Ability to convey complex policy issues in plain language to policymakers, community partners, the media, and the public.
- Strong editorial judgment and commitment to accuracy.

Collaboration & Leadership

- Demonstrated commitment to racial, economic, and social justice through an intersectional lens.
- Political awareness and understanding of New Jersey's policy landscape.
- Strong relationship-building skills with communities, coalitions, policymakers, and funders.
- Experience mentoring junior colleagues and working constructively in a team environment.

Strategic & Organizational Skills

- Strong project management skills, with the ability to balance multiple priorities and deadlines.
- Creative problem-solving skills and the ability to anticipate opportunities or challenges.
- Flexibility to adapt as organizational needs and policy landscapes evolve.

Desired Skills & Experience

- Advanced degree (e.g., Master's in public policy, public health, economics, or related field) or equivalent professional experience.
- Subject-matter expertise in Medicaid, health insurance markets, prescription drug policy, or reproductive health.
- Familiarity with New Jersey's budget and legislative processes.
- Experience using statistical software (e.g., R, Stata, or Python) for advanced data analysis.
- Record of publishing research or commentary in recognized outlets.
- Experience presenting to philanthropic audiences or representing research to funders.

Compensation

Salary range is \$85,000 to \$90,000, based on experience; benefits include health care, retirement, and generous vacation leave, sick leave, and holiday schedules.

How to Apply

Application Link: <https://newjerseypolicyperspective.applytojob.com/apply/Y8lcNk4Oul/Senior-Policy-Analyst-Health>

Your cover letter is a critical part of the application, so please highlight your relevant experience and skills as outlined in the job description to help us understand why you're a strong fit for this role.

In addition, please include:

- Relevant research or writing samples that demonstrate your ability to analyze complex issues and present findings clearly for a broad audience.
- A list of 3 professional references who can speak to your experience, skills, and leadership abilities.

If you would like to request accommodations or have any issues with the application or the link above, please email careers@njpp.org.

Deadline: The position will remain open until filled.

Hybrid Work Expectation

This is a hybrid role based in New Jersey. Staff are expected to attend in-person meetings in Trenton, Newark, and across the state as needed, with flexibility for remote work.

Diversity, Equity, and Inclusion at NJPP

At New Jersey Policy Perspective (NJPP), advancing racial, economic, and social justice is at the core of our mission — and we know that begins within our own organization. We are committed to building a workplace that reflects the diversity of New Jersey and fosters an inclusive, equitable culture where all staff feel respected, valued, and supported.

We believe that diversity of backgrounds, perspectives, and lived experiences strengthens our research, advocacy, and partnerships. We also recognize that dismantling systemic inequities requires intentional action — including within our hiring, workplace practices, and organizational culture.

NJPP is an equal opportunity employer. We strongly encourage applications from people of color, women, immigrants, LGBTQIA+ individuals, people with disabilities, people from low-income and working-class backgrounds, and others whose voices have been historically excluded from policy debates.

NJPP provides equal employment opportunities to all qualified individuals regardless of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, ancestry, age, disability, marital status, veteran status, arrest or court record, or any other characteristic protected by law.

We are also committed to providing reasonable accommodations to individuals with disabilities. If you require accommodations during the application process or interview, please email careers@njpp.org.