



## Senior Fiscal Policy Analyst

September 2024

At Every Texan, we envision a Texas where people of all backgrounds can contribute to and share in the prosperity of our state. Unfortunately, not all Texans can access the conditions they need to thrive. We believe one of the most effective ways to advance social justice is to strengthen public policy. We are deeply committed to policy solutions that advance racial, ethnic, and gender equity, expanding opportunity for every Texan.

We are committed to focused and sustained action to dismantle racist systems, policies, practices, and ideologies. This commitment is ongoing and represents our desire to create and nurture an organizational culture that espouses anti-racism, equity, and belonging for all. We also listen to the voices of Black, Brown, Indigenous and People of Color (BIPOC) communities to catalyze equitable outcomes for all, and we recognize, value, and uplift the dignity and humanity of all our staff, fellows, and interns within our organization. We believe that living out our values as an anti-racist organization is critical to our mission. We stand against all forms of oppression, including transphobia, classism, sexism, ableism, and xenophobia.

You can learn more about our work at [www.everytexan.org](http://www.everytexan.org).

Every Texan is an equal opportunity employer committed to inclusive hiring and diversity in our work and staff. We do not discriminate in employment opportunities or practices based on actual or perceived race, color, religion, national origin, sex, age, marital status, sexual orientation, gender identity or expression, pregnancy, childbirth or related medical conditions, veteran status, uniform service member status, disability, or any other characteristic protected by law. Women, people of color (including multilingual and multicultural individuals), LGBTQ+ persons, and people with disabilities are encouraged to apply. Every Texan is a proudly unionized workplace.

### Position Summary

The Senior Policy Analyst serves on the Invest in Texas policy team and reports to the Invest in Texas program director. The analyst provides sophisticated, senior-level analysis of state fiscal and tax policy, directed to the goals outlined in our [Strategic Plan](#) and focusing on impacts to low- and middle-income Texas households. The analyst should be able to write and speak to stakeholders, elected officials and staff, partners, and media on state fiscal issues as well as relevant local and federal issues. Further, the analyst engages in legislative advocacy, understanding the process, people and timelines around each biennial session and participating accordingly through lobbying, testimony, and briefings during session and the interim.

### Roles and Responsibilities

- Conduct in-depth analyses of state, local, and federal fiscal issues.
- Analyze proposed and enacted changes in taxes and fees, specifically their effects upon low- and moderate-income Texans.
- Advance the equity goals expressed in Every Texan's strategic plan through analysis, advocacy, and community partnerships.
- Monitor current events and political and economic news relevant to fiscal issues.
- Collect and update information on state and local government revenue, including data that allow for comparisons over time and to other states.
- Monitor federal actions that influence state revenue.
- Write blog entries, social media posts, reports, op-eds, and briefing documents on fiscal issues.
- Speak at public functions, including testimony at legislative hearings and presentations to state and local audiences.
- Support Every Texan staff efforts to improve and expand legislative relations.
- Establish and maintain relationships with legislators, legislative staff, the media and key analysts inside and outside government.
- Work with national organizations such as the Center on Budget and Policy Priorities and the State Priorities Partnership members on state and federal fiscal issues.
- Work to build partnerships and coalitions with ally state and local organizations on state fiscal issues.
- Contribute to grant proposals and reports to funders.
- Other duties as assigned.

### **Required Qualifications, Skills, and Abilities**

We understand that some great candidates will not meet every qualification on this list. We encourage those interested in the position to apply, even if you're missing some of the items mentioned below:

- A demonstrated commitment to Every Texan's mission of strengthening public policy to expand opportunity and equity for Texans of all backgrounds.
- Relevant graduate or professional degree (public affairs, economics, political science, etc.)
- 5 years relevant work experience (state fiscal or state legislative process.)
- Strong research, analysis, writing, data and speaking skills.
- Austin, Texas-area residency.

### **Bonus Qualifications**

- 7 - 10 years relevant work experience.
- Experience directly presenting to or working with marginalized communities and communities of color.
- Experience using race-class narrative or a similar messaging framework.
- Experience with a statistical analysis software package such as R

- Work experience at the Texas Capitol.

### **Status**

- Full-time
- Permanent
- FLSA Exempt
- Bargaining Unit

This position is Austin-area based. Every Texan offers a flexible work schedule where employees can request remote work with approval from their supervisor when physical presence is not required. This position requires occasional travel.

### **Compensation**

The starting salary range for this position is \$70,250 to \$90,250 annually, with a target start date of Dec. 1, 2024. Every Texan offers excellent benefits, including health insurance, dental insurance, life and long-term disability insurance, retirement contributions, FSA, generous vacation, paid parental and health leave, and holidays.

### **Application**

To apply, please email (subject line: Senior Policy Analyst - Fiscal Policy) a cover letter, writing sample, resume, and two references to [apply@everytexan.org](mailto:apply@everytexan.org) by Oct. 18, 2024. The cover letter should describe your interest in the position and include an explanation of your connection to our mission, how your experience meets the minimum qualifications, and how you are prepared for the responsibilities outlined in the job description. For the writing sample, please include a 1-3 page document, preferably related to fiscal public policy. Please e-mail applications with attachments in Microsoft Word or PDF format only. We do not accept phone inquiries regarding the position. Thank you!

**Every Texan is an Equal Opportunity Employer**