



Job Announcement—Michigan League for Public Policy Senior Policy Analyst/Policy Analyst: Immigration, Criminal Justice and Juvenile Justice Policy

The Michigan League for Public Policy is a statewide research and advocacy organization that works to support economic security, equity and well-being for all Michigan residents through community engagement and the policymaking process. The League is the only Michigan organization that holistically provides research, analysis, policy recommendations and advocacy on a wide range of policy issues that impact those with low and moderate incomes and people of color. All of the League's work is done through a racial equity lens and is informed by community voices, particularly Black and brown voices which have historically been left out of policy decisions.

The Michigan League for Public Policy seeks a senior policy analyst or policy analyst to work on immigration policy (approximately 60%), criminal justice policy (approximately 20%) and juvenile justice policy (approximately 20%). This is an opportunity for someone with strong research, writing and interpersonal communication skills and an interest and experience in these policy areas. Through this work, the League seeks to promote immigrant-inclusive state and federal policies, while fighting back against efforts to reduce access to benefits for immigrants. Through its criminal and juvenile justice work, the League supports reforms that will lead to a fair and effective justice system for children, youth and adults. The successful candidate will work to promote these policies and racial and social justice by conducting research, analyzing data, writing reports and blogs, and representing the organization in public forums.

Primary Tasks and Functions:

- Conduct research and data analysis related to immigration, criminal justice and juvenile justice; write products including policy briefs and recommendations, fact sheets, blogs and internal documents covering these issue areas;
- Monitor state and federal policy issues, including legislation, and emerging trends in public policy. Make recommendations regarding new and emerging issues;
- Respond to requests about the League's position on these issue areas from policymakers, funders, the media and partners;
- Represent the League at coalitions and meetings with partners, policymakers and the media through testimony, presentations and media interviews;
- Collaborate with League community engagement team to understand the challenges and views of those most impacted by the League's policy work in these issue areas and incorporate that feedback into the work that is done in this position;
- Advance personal and organizational equity, diversity and inclusion efforts by fostering and maintaining a welcoming and inclusive environment.

Qualifications: While no candidate will have every desirable quality, the ideal candidate would have:

- Commitment to economic, racial and social justice and expanding opportunity to Michiganders through policy change.
- Bachelor's degree required. Masters preferred.
- Relevant educational or equivalent experience researching and working on public policy issues, with preference for education or experience in these policy areas.
- Experience with the legislative process is helpful.
- Strong analytical skills, including the ability to use and synthesize data from multiple sources to make compelling policy arguments.
- Excellent written and oral communication skills, including the ability to communicate complex issues to broad audiences and to think creatively about data visualization.
- Demonstrated ability to think strategically, identify opportunities and develop public policy options.
- Curiosity and the desire to learn more about the relevant policy issue areas.
- Self-motivated and able to work independently and prioritize and manage multiple tasks, but also able to collaborate and work as part of a team.
- Value and contribute to a culture of diversity and inclusion.

The position is full-time and exempt. The League is based in Lansing, MI and utilizes a hybrid work environment, with the ability to have most of the work done remotely. Periodic, in-person meetings in Lansing are required, including one staff meeting a month. There may be some travel for meetings or presentations. Candidates must reside in the state of Michigan.

A full position description can be found [here](#) for a senior policy analyst and [here](#) for an analyst. Senior policy analyst candidates are preferred and will be considered based on education (e.g., advanced degrees) and/or experience. Senior policy analysts will have additional expertise in their fields, have more autonomy in the scope of their work and less direct oversight. Salary will be commensurate with this experience.

The starting salary range for a senior policy analyst is \$70,100-\$82,500. The starting salary range for a policy analyst is \$61,200-\$72,000. Pay is based on a number of factors including job-related knowledge, education, skills, experience and internal pay equity. The League offers an excellent benefits package that includes health insurance, dental and vision insurance; 401(K); paid family and medical leave up to 12 weeks a year; sick time; generous vacation time and 11 holidays/days off a year. The League office is closed December 24-January 1.

The League is an equal opportunity employer, committed to building and retaining a diverse and inclusive staff and workplace. To us, diversity means differing life experiences and backgrounds that may include gender identity, race, ethnicity, culture, religion, sexual orientation and age. We strongly encourage candidates from all backgrounds to apply.

To apply, please send a cover letter and resume to karenhm@mlpp.org. The posting will remain open until filled, but applicants will start being considered on January 29, 2025.