



Job Announcement Public Policy Analyst

September 2023

Organizational Overview

URGE plays a unique and critical role as a reproductive justice organization that engages young people and catalyzes their power to fight for the ability of all people to build the families they want, access the healthcare they need, and to live and love in a way that's true to who they are. Working with young people ages 18-30, and the leadership of young people of color, women, queer, trans, and nonbinary folks, and people of low income, URGE provides training, field mobilization, and national leadership to move policy, systemic, and cultural change.

Position Summary

At the core of URGE's mission are our values, commitment to justice, equity, diversity, and inclusion, disrupting anti-Blackness and dismantling white supremacy. We seek candidates whose values are aligned with those of our organization. The role of the policy department is to engage young people on issues of sexual health, reproductive health, rights, justice, and gender equity, to help them engage local and federal decision-makers. The policy department works closely with our field team to create political power that can be leveraged to impact policy and culture change at the state level and nationally. Candidates must have knowledge of and commitment to reproductive health and rights and/or social justice issues, experience with national and/or state policy change, some experience with national coalitions, member development, and civic engagement as well as excellent training skills. This position will report to the Sr. Director of Policy.

Responsibilities:

- Execute URGE's federal policy agenda and track relevant federal legislation, litigation, and other policy developments.
- Serve as subject matter expert on all related policy matters, including Reproductive Justice including abortion access, sexuality education, and democracy reform, among others.
- Serve as URGE's representative and advocate at meetings, briefings, and other events in Washington, DC.
- Work to translate complex policy issues into messages for young people.
- Draft fact sheets, policy briefs, talking points, and other materials.

- Assist URGE's Field Team on a range of federal policy issues.
- Represent URGE in a range of sexual health, abortion access, and LGBTQ+ equality and other coalitions.
- Testify and lobby elected officials on legislation related to URGE's priority issues.
- Represent URGE at hearings, town halls, and other public events.
- Coordinate closely with URGE's communications team to amplify the voices of young people on policy issues and leverage policy moments to spur a culture shift.
- Coordinate closely with URGE's Integrated Voter Engagement (IVE) team to promote voter engagement opportunities, monitor democracy-related legislation, and shift the culture around civic participation.
- In coordination with the Sr. Director of Policy, identify opportunities to expand URGE's presence in coalitions and with allies, raising URGE's profile in DC and nationally.
- Assist the Field Team in planning state advocacy days in each of URGE's six states [AL, CA, GA, KS, OH, TX].
- Plan and execute DC advocacy day during URGE's national conference for over 150 students.
- Manage and supervise policy fellow/ intern.
- In coordination with both the Sr. Director of Policy and the Program Director help develop short and long-term campaigns, engaging students on policy issues related to URGE's priority issue areas: abortion, parenting, sex and culture, health and wellness, and voter engagement.
- Work closely with the Communications team to distribute information on legislation and policy campaigns to URGE membership and the broader community.
- Assist with additional projects as assigned.

Qualifications:

- Strong commitment to reproductive, gender, and racial justice; to the rights of all individuals to make their own decisions about sexual and reproductive health; and to the government's responsibility to defend and support those rights
- Commitment to reproductive and gender justice, abortion access for all, queer and trans liberation, building young people's political power, and dismantling white supremacy.
- Commitment to co-creating a work environment that is just, equitable, and inclusive to all, including Black, Indigenous, and other people of color, LGBTQIA+ people, women, and people with disabilities.
- Master's degree in policy or equivalent experience.
- Experience working with grassroots organizers.
- Experience working with marginalized communities including young people; queer, transgender, and nonbinary people; and Black, Indigenous, Latinx, and AAPI people.
- Willingness to identify, develop, and take on new opportunities to further URGE's mission, vision, and values.
- A strong track record of writing and analyzing public policy.
- A strong track record of developing and maintaining meaningful working relationships with a diverse group of stakeholders including elected officials.
- Ability to excel in a team-based, participatory environment as well as work

autonomously.

Salary: \$71,500 - \$85,930 / year.

To Apply: Applications are accepted on a rolling basis. Please state “**Public Policy Analyst position**” in the subject line. Incomplete applications will NOT be considered. Please send a **cover letter, resume, and writing sample** to jobs@urge.org.

URGE is an equal-opportunity employer. Black, Indigenous, and other people of color, LGBTQIA+ people, and those with disabilities are strongly encouraged to apply.