**Position Title:** Research and Policy Analyst  
**Organization:** Deep Center  
**Location:** Savannah, GA  
**Stipend:** $62,500 in the first year, $65,000 in the second year, plus health insurance and professional development funding  
**Start Date:** September 2022  

**ORGANIZATION DESCRIPTION**

Founded in 2008, Deep Center’s mission is to empower Savannah’s young people to thrive as learners, community leaders, and agents of change. Through creative writing, cultural production, and art, Deep creates platforms for the city’s youth and the village of support around them, including their families and adult allies, to share stories, engage in debates, and make Savannah a more just and equitable place.

Deep Center’s framework is anti-racist, trauma-informed, and culturally responsive. We promote a roots-cause model of youth and community development that works on three parallel tracks: direct service, systems change, and narrative change. Deep lifts up youth and their village, advocates for just policies, and disrupts dehumanizing narratives with firsthand stories about people healing, growing, and thriving through individual growth and collective action. Learn more at [https://www.deepcenter.org/](https://www.deepcenter.org/).

**POSITION DESCRIPTION**

The Research and Policy Analyst (RPA) will play a crucial role in conducting research and helping to develop policy recommendations for Deep Center’s annual policy brief. The RPA will meet weekly with their supervisor and ED to review data and research, make strategic decisions about advocacy campaigns, and connect with local and national partners for input and strategic networking.

RPA will also partner with Deep’s director-level staff and executive staff to research, identify, and launch opportunities that weave together Deep’s direct service, narrative change, and policy work to increase Deep’s system change outcomes. This includes periodically attending meetings of Deep’s Action Research Team, a youth-led advocacy team that conducts youth participatory action research; and Deep’s Action Policy Team, an adult-led team of community stakeholders and allies. At the heart of this work is shifting longstanding racist and classist narratives while advocating for substantive change at the local and state level.

The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

**Responsibilities and tasks:**

- Complete comprehensive review of Deep policy briefs.
- Work with Deep staff collaborating with youth and community members to identify structural barriers in Savannah and opportunities for reform.
- Work with regional and national policy partners (e.g., Southern Center for Human Rights, Georgia Budget and Policy Institute, Southern Poverty Law Center, etc.) to learn, share, coordinate with state and national efforts, and bring lessons-learned and expertise to Savannah.
- Work with youth programs and community organizers to develop multigenerational education
resources on policy initiatives.
- Write and edit policy briefs for publication in September 2023 and September 2024.
- Work with staff to develop advocacy materials and campaigns related to policy issues.

Qualifications:
- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields in our FAQ.
- Excellent research, writing, analytical and communication skills, including the ability to quickly understand complex socio-economic issues and communicate this knowledge to staff, youth, and stakeholders;
- Ability to understand and communicate impact using quantitative and qualitative research methods;
- Experience working with communities, and proven ability to work in coalitions and with allies;
- Detail oriented, with good organizational skills;
- Excellent computer skills, including Microsoft Excel, Word, Google Docs;
- Able to be an active participant in an open and democratic work culture;
- Has an assets-based framework for working with low-income populations;
- Able to communicate effectively, passionately, and authentically with activists and community members in diverse ethnic, racial, social, and economic groups;
- Committed to racial, gender, economic, and social justice;
- Familiarity with both qualitative and quantitative analysis (position will not require sophisticated statistical methods but will require analysis of data and research);
- Excellent organizational skills and detail-oriented approach;
- Strong project management skills and ability to work independently;
- Ability to work under time pressure, meet deadlines, and prioritize tasks;
- Passion for anti-racism, anti-classism, and social justice;
- Enthusiasm for and alignment with Deep Center’s mission, vision, and values.

APPLICATIONS
- Information on the Leading Edge Fellowship Program: https://www.acls.org/competitions/acls-leading-edge-fellowships/
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: March 28, 2022, 9pm EDT