



ACLS Leading Edge Fellowship

Position Title:	Research and Policy Analyst
Organization:	UFW Foundation
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

Welcome to the [UFW Foundation](#), a 501(c)(3) non-profit organization. For 17 years, the UFW Foundation has mobilized farm workers and their organizations across the country to advocate for more equitable policies, such as immigration reform, pesticide protections, heat standards, hazard pay, and other worker protections. We engage constituents in systemic change to break the cycle of poverty by responding to the enormous need for immigration, health, financial, and economic assistance among immigrants, farm workers, and low-income workers. The UFW Foundation is the largest federally accredited immigration legal service provider in rural California.

POSITION DESCRIPTION

The UFW Foundation seeks a Research and Policy Analyst to join its Systemic Change Department and be part of a growing team that advances policy change to create equity under the law for farm workers. Under the supervision and guidance of the Government Affairs Director, the Research and Policy Analyst will play a crucial role in advancing the organizations mission by providing a holistic approach to policy analysis and advocacy to better understand the needs and experiences of farm workers.

The Research and Policy Analyst will support UFW Foundation's policy work through:

- (1) **Impactful Research:** Producing well-researched reports that support and develop UFW Foundation's policy recommendations and address farm workers' issues, including but not limited to immigration, work place rights, and climate change. The Research and Policy Analyst will co-develop original research, surveys, and interview questions to collect qualitative and quantitative data to strategically drive and influence current and upcoming legislative and regulatory campaigns, ensuring that farm workers' experiences and voices are central to UFW Foundation's advocacy efforts.
- (2) **Public Awareness and Education:** Creating concise and accessible policy briefs or summaries that distill complex research findings into easily understandable materials that can be disseminated to staff, policymakers, advocacy groups, and the public to increase awareness and understanding of important policy issues.

The Research and Policy Analyst can expect to gain a strong foundation in policy research, advocacy, and coalition as well as a deep understanding of the unique challenges and systemic inequities faced by farm workers. This role would prepare a fellow in pursuing a career in public policy, project management, research, or related fields focused on social justice and labor rights. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

Responsibilities and tasks:

- Collaborate with Government Affairs Director and the Research and Data team on designing surveys and interview questions to collect quantitative data (i.e. demographic information, number of farm worker heat related deaths, and number of farm worker filed complaints) and incorporating that information and farm workers' voices into UFW Foundation's advocacy and campaigns.
- Ensure research data and resources are accurate and reliable; create documentation for research resources (i.e. academic journals, online databases, government publications, surveys, and interviews); and seek feedback from the Research and Data team to enhance research collection methods.
- Synthesize qualitative data to create meaningful presentations and analysis to inform UFW Foundation's narrative and communications work, in close collaboration with the Digital Media and Communication team.
- Collaborate with Systemic Change team to respond to legislative developments and regulatory changes at the local, state, and federal levels, specifically those impacting farm workers and immigrant communities. This will include co-developing updated advocacy briefs that summarize key points, their implications, and recommended advocacy strategies, and include the results of the above research.
- Research and analyze immigration, workers' rights, and the impact of climate change on farm worker communities, considering heat wave standards and the H-2A program across various states. It may also include developing a framework for integrating climate change considerations into workers' rights and immigration reform policies.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Excellent research and communication skills, including familiarity of qualitative analysis.
- Ability to write clearly and concisely as well as edit copy for clarity and grammatical accuracy.
- Commitment to excellence and high standards
- Genuine interest in immigrant and farm worker rights and alignment with UFW Foundation's purpose and values.
- Having the "Si Se Puede" attitude. The embodiment of a personal spirit that promotes confidence, courage and risk-taking.

Preferred:

- Bi-lingual (Spanish and English).

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00 PM EDT, March 13, 2024.

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