

# Policy & Research Director

## GENERAL SUMMARY

California is in the midst of a housing crisis. Decades of resistance to new housing, especially in coastal communities, have resulted in unbearably high rents, rising homelessness, worsened inequality, and displacement of low-income residents. Los Angeles County especially needs much more housing, including affordable and market-rate, near our growing transit system and major employment centers, if we ever hope to reverse these trends.

Abundant Housing LA is committed to education and advocacy on the affordability, livability, and sustainability benefits of more housing. We want lower rents and a more sustainable and prosperous region, where everyone has more choices of where to live and how to pursue their dreams. Density, when well planned, can enhance the social and economic life of the city. We conduct educational outreach for policies, plans, and individual projects that improve the lives of all. We are looking for people who share these goals to join us. Read more at [abundanthousingla.org](http://abundanthousingla.org) and see our [Policy Agenda here](#).

## THE POSITION

Abundant Housing LA is seeking a Policy & Research Director to create data-driven and policy-informed work on housing issues relevant to Los Angeles County. This is a key position in AHLA and helps drive the organization's understanding and leadership on housing issues. The Policy & Research Director works with research firms, volunteers, and interns to develop a policy direction for the organization. The Policy & Research Director findings are the basis for the organization's strategic decisions on public education and policy advocacy. The position involves interaction with state and national experts and advocates, as well as state and federal executive and legislative branch policy staff.

The successful candidate will have excellent research and data analysis skills as well as the demonstrated ability to synthesize and write about policy insights for different audiences. This position will be based in Los Angeles, California and some travel within Los Angeles County is required. The Research and Policy Analyst will work closely with the Managing Director and other staff in the organization. The position is full-time and requires the ability to work some evening hours and weekends. Specific roles and responsibilities are detailed below.

The successful candidate will bring real world experience and a deep understanding of how policy issues, such as zoned capacity in land use plans, and housing regulations/requirements, affect housing production, the cost of rent, and housing accessibility and stability. The Policy & Research Director will identify the policy areas with the highest potential impact on increasing the supply of housing, reducing the cost of housing, preventing homelessness, reducing segregation, and meeting County residents' housing needs. The Policy & Research Director will

use this insight to help guide AHLA's strategy and direction. Additionally, the Policy & Research Director will be responsible for translating policy research and findings into compelling and engaging written work for the public. The salary range for this position is \$75,000 to \$85,000 per year.

Abundant Housing LA is an equal opportunity employer. We do not discriminate on the basis of race, ethnicity, sex, age, religion, color, national origin, marital status, pregnancy, personal appearance, veteran status, disability, sexual orientation, gender identity or expression, family responsibilities, matriculation, genetic information, or political affiliation.

We are deeply committed to a diverse and inclusive workplace where our differences broaden our awareness, enrich our experiences and are the basis of our collective strength. People of color, members of underrepresented ethnic or socioeconomic populations and bilingual/multilingual speakers are strongly encouraged to apply.

## ESSENTIAL FUNCTIONS

The primary responsibilities of the position are as follows:

- Develop work plans and plans of action for Public Policy consistent with the organization's Strategic Plan and Policy Agenda
- Commitment to working with stakeholder and partner organizations to move successful housing policy forward
- Collect, and produce analyses of patterns and trends based on housing-related data, including development trends, zoned capacity, rent-burden and overcrowding rates, cost of rent, rates of displacement, land costs, construction costs, and transit usage.
- Research and analyze potential policies and produce data-driven policy positions for the organization
- When necessary, work with volunteers, interns, and outside research firms on research projects
- Identify potential research and policy analysis that is relevant to the organization's mission
- Meet with, and solicit input from, housing experts and housing advocates in the region
- Track potential housing issues to influence key decision points.
- Research policy issues and draft reports and fact sheets to reflect AHLA positions on these issues.
- Produce land use/zoning maps and proposals reflecting policy priorities
- Conduct in-person outreach with policymakers, the press, stakeholders, and outside organizations to discuss policy findings and proposals
- Publicly represent Abundant Housing LA as a housing policy expert, and innovator in pro-housing outreach

- Manage the volunteer Policy Committee, including planning regular meetings, overseeing volunteer work, training members, and ensuring that policy positions and documents are produced in a timely manner..
- Translate policy research into readable and compelling articles for the public

## QUALIFICATIONS

### Education

Master's degree in public policy, urban planning, or a degree in a data and research-related field

### Experience and Other Qualifications

- Passion and enthusiasm for working to end the housing crisis, and a commitment to social justice and environmental justice.
- Strong background in education research and advanced knowledge of ALL of the following:
  - Municipal, County, State and National/Federal data sources
  - Descriptive and inferential data analyses
  - GIS tools
  - Excel
  - Predictive modeling, regression and other advanced statistical analyses
- Excellent analytical and communication skills (both oral and written) and ability to clearly and accurately describe complex issues to different audiences
- Exceptional attention to detail, ability to handle multiple projects and deliver under deadline and pressure
- Deep knowledge of California housing policy and practice
- Demonstrated capacity for working in a collaborative policy environment required.
- Ability to work independently with a high degree of initiative required.
- Excellent problem-solving skills required.
- Ability to manage and prioritize the work on multiple projects required.
- Must be able to travel within Los Angeles County

### To Apply:

Send a resume and cover letter to Alex Zambrano [alexz@abundanthousingla.org](mailto:alexz@abundanthousingla.org) with the subject line "Policy & Research Director". Please also include a work sample (2-3 paragraphs) answering the following:

"Describe how Abundant Housing LA should formulate a policy on inclusionary zoning and how it might plan to execute on it." **The deadline for applications is March 3rd, 2023.**