

**Georgia Budget and Policy Institute**  
**Position Title: Senior Health Policy Analyst**

**About GBPI**

The Georgia Budget and Policy Institute (GBPI) strives to be an anti-racist research and advocacy organization that advances lasting solutions to expand economic opportunity and well-being for all Georgians.

GBPI examines the state's budget, tax and public policies to provide thoughtful analysis and responsible solutions that address inequities in the state. GBPI educates the public about complex issues confronting Georgia. GBPI activates Georgians to call for policy solutions that put people first. Our aim is to inspire informed debate and decision-making, advancing the vision of a fair and inclusive Georgia where everyone can prosper.

**Position Overview**

The Senior Health Policy Analyst is a valued member of GBPI's policy team, responsible for research, writing and analysis on health policy issues that contribute to developing and implementing equitable health care access. Specific responsibilities and duties include research, writing, analysis and presentations on a variety of state budget issues involving health care programs (such as Medicaid and PeachCare), state regulation (and taxation) of private health insurance, federal developments affecting Georgia, pressing public health challenges and issues facing Georgians who lack health coverage. The analyst has significant external contact with staff from the Legislature, state agencies and national and Georgia-based partner organizations. The analyst must be organized, a problem solver and self-directed, while at the same time being a committed team player. The position requires quantitative and analytical skills and strong written and oral communications skills.

**Duties and Responsibilities**

The following duties and responsibilities are illustrative of those the Senior Health Policy Analyst will be expected to perform:

**Research, Analysis and Writing**

- Analyzes current state budget and health policy issues with a particular focus on how various proposals affect low- and moderate-income Georgians.
- Analyzes executive and legislative budget proposals related to Georgia's Medicaid, PeachCare and public health programs as they work through the budget and legislative process.
- Uses quantitative and qualitative analytic skills to identify the impact of fiscal policies and proposals
- Works with GBPI leadership to identify new research and analysis opportunities and to further develop the GBPI health policy agenda.
- Develops and writes a variety of products, to include, but not limited to: short, quick-turnaround copy for press releases, blog posts, fact sheets and briefing documents to full-length reports and

other special-purpose documents such as background memos, legislative testimony and other documents.

### **Public Policy and Advocacy**

- Monitors federal and state policy changes and its effects on Georgia's programs and Georgians.
- Writes and presents legislative analysis, critique and testimony.
- Facilitates relationships with policymakers, legislative staff, state agencies and state-based and national partner organizations.
- Provides education and training, including briefings and presentations, to state and local constituency groups, as well as policymakers.
- Provides technical assistance and support when need is identified and/or requested.

### **External Relations**

- Works with partner organizations around key health policy issues including Medicaid, PeachCare, public health, health coverage and the uninsured, and state/national efforts to address shortcomings in the current system.
- Serves as a resource and liaison to national partner organizations.
- Serves as a resource to the media, state and national groups, general public and individuals by answering questions and providing credible and timely information.
- Writes and delivers speeches and presentations in various venues.
- Represents GBPI on designated coalitions and committees.

### **Other Duties**

- Participates in various GBPI internal meetings, including those related to program planning, resource utilization, and scheduling.
- Performs other duties as assigned related to the mission of GBPI or to support coalition partners, funders or other stakeholders.

### **Technology**

- Working knowledge/functional ability with MS Office Suite (incl. Excel), Teams, SPSS, STATA or R (skill with Tableau or any similar data visualization tool is a plus).

### **GBPI Core Competencies**

- **Equity mindset**
  - Connects systemic racism with health care policy research; recognizes intersectionality in social contexts and can explain those connections to a variety of audiences.
  - Partnering with Outreach, listens closely to affected community members, providing accessible information to equip and educate and to help bring diverse communities of color into the policy conversation and policy advocacy.

- **Mission-driven**
  - Deeply motivated to advance racial equity across the state, to serve communities color and to deepen understanding, through research and education, of challenges affecting those served by GBPI's policy priorities.
  
- **Project management**
  - Capable of handling multiple research and presentation projects at once, meeting deadlines consistently and working collaboratively across GBPI's teams.
  
- **Critical thinking**
  - Gathers and analyzes information from a variety of data sources and methodically reconciles discrepancies using research best practices and thoroughly documenting research procedures.
  - Has a clear understanding of Georgia governmental processes and windows of advocacy opportunity and how to steward time and resources to deploy them at critical moments.
  
- **Interpersonal savvy**
  - Good listener and encourages others to share their thoughts, especially in collaborative settings around research and racial equity.
  - Maintains and promotes a positive attitude in the face of challenges.
  - Listens carefully to community members, colleagues and lawmakers in making research and editing decisions.
  - Sensitive to how people and organizations function to identify common ground and mutually beneficial relationship opportunities.
  
- **Agility**
  - Able to weigh and consider new ideas and different perspectives across a variety of contexts, but especially as research questions and written products are considered and shaped.

## **Leadership Competencies**

- **Values and prioritizes inclusivity**
  - Seeks and inquires about relevant diverse perspectives.
  - Self-reflective, questions own assumptions related to diverse perspectives.
  
- **Initiative**
  - Capable of a big-picture view of the organization, its mission, vision and values and of making timely decisions based on data and best practices.
  - Understands when to own a decision and when to gather input from others.

- **Develops and Motivates Others**

- Invests in the ongoing professional development of others and can identify exemplary performance.

### **Supervisor**

The Senior Health Policy Analyst reports to the Research Director.

### **Education and Experience**

- Any combination of training and experience equivalent to a master's degree in public health, public policy, public administration, government, political science or related field.
- In-depth knowledge of key state and national trends in health, poverty, opportunity and equity.
- At least five years of experience working with policymakers, advocates and other constituencies to develop policy options and strategies to achieve desired change.

### **Compensation**

Salary range is low to mid \$70K commensurate with experience. Excellent benefits including health, dental, vision, life and long-term disability, retirement, sick leave, generous vacation and holiday schedules.

### **To Apply**

Please submit a cover letter and resume to [dschaefer@gbpi.org](mailto:dschaefer@gbpi.org) with "Senior Health Policy Analyst" in the title. No calls, please.

*GBPI is an equal opportunity employer, and as such takes affirmative action to ensure that discrimination does not occur on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation, religious or political affiliation, disability, or any other classification considered discriminatory under applicable law.*