

Data Analyst

About us

The Family Independence Initiative (FII) is a national organization of racially diverse individuals with a passion for social justice. Our mission is to accelerate the exchange of financial and social capital in low-income communities across the nation.

After working with thousands of families since our founding in 2001, at FII, we are certain people don't live in poverty because they are lazy, uneducated, or mismanage money as stereotypes would indicate. Instead, the poverty cycle, which disproportionately impacts Black and Latinx communities, can be traced to well-intentioned but inadequate governmental and charitable policies and practices that rely on a traditional top-down approach. Our approach views low-income individuals and families from a position of strength, recognizing that they have the capacity and insight needed to make decisions for themselves and don't need outside saviors or solutions.

Our three-pronged strength-based approach includes:

1. Capital – direct cash investments
2. Choice – freedom for families to use the cash as they see fit
3. Community – a platform for people to build and strengthen their social networks

To execute our approach, we built UpTogether, a technology platform that transfers cash investments directly into families' bank accounts (or sends them a prepaid card if they prefer) and offers an interactive component for individuals to grow and strengthen their social networks, and support one another so they can move up together.

We have proven that fostering social networks, honoring self-determination, and matching people's efforts with unrestricted cash investments results in achieving significant progress toward social and economic mobility. Our focus now is on bringing this approach to philanthropic and government organizations throughout the country by encouraging the adoption of direct investment and the distribution of funds through our UpTogether platform.

At FII, we work towards these values:

- **Impact:** We seek to bring our strength-based approach to the 50M+ people struggling with poverty and their communities in this country.
- **Leadership:** We value a culture where everyone is constantly learning and applying that learning to create solutions in partnership that can be tested and applied at scale.

- **Partnership:** We invest in building partnerships of proactive communication and mutual trust within and outside of the organization.
- **Equity:** We create a community that embraces racial and gender equity, diversity, and inclusion, and we support the efforts of others to build such communities.

The Position

FII is seeking a full-time Data Analyst contractor. This is a 1-year contract (1099) position with the possibility of extension. The annualized rate is \$90,000-\$100,000 based on experience.

This is a 100% remote position (must be based within the United States). The successful candidate will have a solid internet connection and a functional work environment, including your own computer with video conferencing capabilities. Travel will not be required for this role.

We are looking for someone to join our analytics team. In a given week, you may be writing a report about household outcomes, developing questions and metrics for those outcomes, building tools to help staff and researchers access our data, or gleaning usable intelligence from large (and small!) datasets, including financial data. We're looking for someone who can take an open-ended question and go find those particularly salient findings or compelling narratives. This role could also include building machine learning models or other data approaches, depending on the candidate..

You'll be joining the Analytics team within our Policy and Practice vertical, where we're focused on how FII's work can bring about wider systems change. Our organization is active on Slack and we are focused not only on doing meaningful work but also enjoying the process of working and building together.

Responsibilities:

- Produce insightful reports about the impacts of FII's approach
- Design and build R Shiny apps and dashboards to present our data to internal and external audiences
- Build and maintain internal R packages for analysis
- May develop machine learning models
- Other analyses as needed

Qualifications, Attributes & Skills

- Data analysis in R
- Data visualization
- Strong writing skills to explain and contextualize data analysis
- Strong base in statistics, econometrics is a plus
- Machine learning and/or natural language processing experience is also a plus

- Proven ability to thrive in a remote work environment; self-directed; proactively reaches out; responsive; comfortable in a virtual setting
- Ability and willingness to learn new skills as needed
- Attention to detail
- Ability to pivot quickly as needed
- Ability to work independently and as a member of a team
- Demonstrated commitment to, or passion for, our mission
- A deep belief in and operates according to FII's Core Values of Impact, Leadership, Partnership, and Equity; willingness to engage in conversations aimed at addressing erroneous stereotypes about low-income people and people of color

Additionally, applicants should:

- Be excited and energized by a dynamic work environment.
- Be keenly interested in learning from others
- Have a functional work environment and solid internet connection
- Demonstrated leadership through learning, creating solutions, and accountability.

Compensation

This is a 1-year contract (1099) position with the possibility of extension. The annualized rate is \$90,000-\$100,000 based on experience.

Inclusion Statement

At FII, we strive to create a community that embraces equity, diversity, and inclusion, and we support the efforts of others to build such communities. We are committed to an inclusive work environment and are intentional about seeking a diverse pool of candidates that represents the communities with which we work.

FII is committed to the principles of equal employment. We create a diverse work environment and do not discriminate on the basis of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under applicable laws. We encourage individuals of all backgrounds to apply.

To Apply*

To be considered for this exciting opportunity, **please submit a resume and cover letter via email, with the subject line 'Data Analyst' to jobs@fii.org**. Your cover letter should outline how your personal and/or work history will contribute to the mission of FII. The application deadline for this position is **January 31, 2021**. **Applications submitted without a cover letter will not be considered.*