

## **Now Hiring: Senior Associate, Policy**

**Location:** Atlanta, Georgia

### **About Kindred Futures**

Kindred Futures is a dynamic non-profit organization dedicated to activating shared prosperity for Black people through impactful solutions, movement building, and catalytic capital. We combine rigorous research and policy analysis with on-the-ground initiatives to implement inclusive and equitable community wealth-building strategies that promote freedom. Our mission is to redefine wealth so that Black people have the opportunity to contribute to and accelerate a just and inclusive economy. By co-designing strategies, bolstering capacity, prototyping new ideas, and conducting research, we work collaboratively to build collective Black wealth across the South.

The Policy & Research Department at Kindred Futures drives economic justice by combining rigorous research with strategic policy advocacy to expand wealth-building opportunities for Black communities across the South. As a think-and-do tank, we go beyond research—we translate data into action by shaping policy, influencing decision-makers, and co-creating solutions with directly impacted communities. Recent examples of our policy and research work include advocating for [Baby Bonds](#), [eliminating predatory lenders](#), combatting [small business displacement](#), and more.

Grounded in community-driven insights and deep partnerships, we collaborate with grassroots organizations, philanthropy, and government entities to shift public narratives and policy landscapes. We develop race-explicit, data-driven policy strategies that influence local, state, and national decision-making while building capacity within the broader movement for Black economic liberation. Through our work, we aim to prototype new approaches, hold institutions accountable, and accelerate collective Black wealth and economic power.

### **About the Role**

The Senior Associate, Policy will bridge the gap between research and action by turning data-driven insights into policy proposals, legislative strategies, and community organizing efforts. This role is ideal for someone with a strong background in translating research into policy solutions and a deep commitment to activating communities through coalition-building, advocacy, and movement-building strategies.

### **Key Responsibilities**

- Develop and advocate for race-explicit, data-driven policy solutions that align with Kindred Futures' mission
- Translate research into actionable policy proposals, ensuring that our data and analysis lead to concrete legislative and regulatory reforms.
- Track and analyze legislative and regulatory developments that impact small business support, housing affordability, taxation, and financial regulation.
- Draft and disseminate policy briefs, legislative testimony, and public comment letters to shape economic justice policies at the local, state, and federal levels.
- Activate and organize community members to support policy change through coalition-building, grassroots organizing strategies, and narrative change efforts.
- Work alongside grassroots organizations, labor unions, and economic development groups to implement campaigns that advance policy solutions.

- Provide technical assistance to city and state governments on implementing anti-displacement policies, financial protections, and wealth-building initiatives.
- Lead and coordinate policy advocacy campaigns, ensuring alignment with grassroots-led economic justice movements.
- Work across disciplines to integrate law, economics, racial justice, and grassroots engagement into a holistic policy strategy.

### Who You Are

- *An Expert in Policy Translation* – You have a strong track record in turning research into policy recommendations, working across government, advocacy, and research spaces to move ideas into action.
- *A Legislative Strategist* – You have experience engaging with policymakers, interpreting legislation, and shaping economic justice policies.
- *A Skilled Organizer* – You understand how to mobilize communities, organize coalitions, and build collective power around policy goals.
- *A Strong Communicator* – You can draft legislation, policy briefs, and advocacy materials while also presenting policy solutions to diverse audiences.
- *An Interdisciplinary Thinker* – You understand the intersections of economic policy, law, racial equity, and community organizing.
- *Committed to Systemic Change* – You are passionate about shifting economic structures to expand Black wealth and economic democracy.

### Qualifications

- A minimum of five to seven years of experience in policy analysis, government affairs, community organizing, and economic justice work.
- Strong background in government relations, regulatory affairs, and legislative engagement.
- Proven ability to translate research into policy recommendations that influence decision-makers and drive action.
- Experience in using policy analysis to advise coalitions and grassroots campaigns.
- Excellent writing skills, with experience in drafting policy reports, memos, and public comments.

### Compensation & Benefits

Salary range for this position is **\$85,000 - \$95,000**, based on experience. Kindred Futures staff receive a comprehensive benefits package, including employer-sponsored health, vision, and dental insurance, paid time off, and professional development opportunities. We operate with a **flexible hybrid work environment**.

### How to Apply

Interested candidates should submit:

1. **Cover Letter** – Explain how your policy expertise aligns with Kindred Futures’ mission to build wealth for 2 million Black households in the South.
2. **Resume/CV** – Highlight relevant experience.
3. **Policy Portfolio** – Include sample policy briefs, legislative testimony, advocacy materials, or any content that demonstrates expertise in policy analysis.

Submit applications to [alex@kinfutures.org](mailto:alex@kinfutures.org) with the subject line: **Senior Associate, Policy Application**.

Kindred Futures provides equal employment opportunities to all employees and applicants regardless of race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, marital status, veteran status, or any other characteristic protected by federal, state, or local law. We value diverse perspectives and are committed to building a team that reflects the communities we serve.