



Now Hiring: Research Analyst

Reports to: Research Manager

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. Due to entrenched systemic racism, 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](#), combating [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 **Research Analyst** will contribute to data-driven projects that provide the evidence base for policies designed to build collective Black wealth. This role requires an analyst who can apply interdisciplinary methodologies across economics, public policy, and sociology. The ideal candidate will have experience in conducting quantitative and qualitative research, data analysis, and research translation for diverse audiences.

Key Responsibilities

- Assist with research initiatives that advance Kindred's mission, addressing topics such as economic and business development, labor, tax policy reform, housing and anti-displacement policies, financial protections and reparative wealth strategies, and early childhood care economy and health.
- Assist with key research management tasks, including managing file systems and contact lists, scheduling meetings, taking notes, developing and managing bibliographic and citation files, and responding to community data and engagement requests.
- Assist with implementing quantitative and qualitative studies, including conducting dataset exploration, literature reviews, and participant recruitment.
- Conduct data cleaning and statistical analysis of datasets to gain actionable insights into trends, gaps, and opportunities for policy intervention.
- Develop spatial maps to identify geographic patterns and inform solutions across communities.

- Apply data storytelling and visualization to make research accessible for policymakers, funders, and community partners.
- Contribute to policy-focused research reports, briefs, and fact sheets that translate complex findings into clear, actionable insights.
- Support efforts to ensure research directly informs legislative action and systemic change.

Who You Are

- *An Avid Learner* – Able to work independently with support and guidance and exhibit motivation to learn new analytic methods, approaches, and topics in a collaborative and highly-productive setting.
- *Data-Driven* – Intermediate proficiency in data analysis using SAS, R, STATA, SPSS, Python, MAXQDA, Nvivo, or other analysis software; experience with or interest in learning spatial mapping in Tableau, R, GIS, and/or PolicyMap; and experience conducting qualitative methods (e.g., focus groups) and translating findings into compelling narratives and policy recommendations.
- *An Interdisciplinary Researcher* – Interested in gaining experience working across fields such as economics, sociology, public policy, public health, and community development using community-engaged research methods.
- *A Critical Thinker* – Able to examine the racial wealth divide through a systemic lens and recommend innovative solutions.
- *A Communicator and Connector* – Experience contributing to policy reports, research briefs, and data visualizations for diverse audiences. Willing to gain experience in presenting research findings to diverse audiences.
- *Community-Centered* – Committed to ensuring research is shaped by and benefits Black communities.

Qualifications

- At least 2 years of experience in economic research, social policy, social science research, health policy, or related fields.
- Experience in statistical analysis, spatial mapping, economic policy research, and/or policy evaluation.
- Experience conducting survey research, participatory action research, or program evaluations.
- Deep understanding of Black economic mobility, structural wealth extraction, and economic justice policy frameworks.

Compensation & Benefits

Salary range for this position is **\$65,000 - \$70,000**, 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** with two required in-office collaboration days each week.

How to Apply

Interested candidates should submit:

1. **Cover Letter** – Explain how your research experience aligns with Kindred Futures' mission to build wealth for 2 million Black households in the South
2. **Resume/CV** – Highlight relevant experience.

3. **Research Portfolio** – Include sample research briefs, data analysis testimony, or any content that demonstrates expertise in conducting research.

Submit applications to **hr@kinfutures.org** with the subject line: **Research Analyst 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.