

Research Analyst 32 BJ SEIU - Based in Miami, FL

At the forefront of building the nation's labor movement, 32BJ SEIU is changing the narrative around important social and economic issues facing working families. Founded in 1934, 32BJ is the largest union of property service workers in the nation. We have a powerful and important mission: To build and grow a diverse, effective, politically independent and democratic organization of workers to change our lives for the better, improve our communities, and build a more just society for present and future generations.

With a commitment to building power for low-wage workers, 32BJ is engaged in winning strong contracts for members, organizing workers, supporting progressive candidates for elected office and moving a broad policy agenda, such as paid sick days, expanding access to health care, and the Fight for \$15.

The union has approximately 425 staff in sixteen offices from Boston to Miami. 32BJ SEIU represents over 175,000 property service workers including janitors, security officers, airport workers, and food service employees in 11 states and Washington, D.C. 32BJ is an affiliate of SEIU, the Service Employees International Union, which has 2 million members dedicated to raising industry standards and making life better for all working families and communities.

32BJ SEIU's headquarters are in New York City.

DUTIES AND RESPONSIBILITIES:

32BJ seeks a Research Analyst with experience in the labor movement or community, racial justice or immigrant rights organizing to support the Union's internal and external organizing campaigns. We are hiring for one position that, depending on experience, will either be a Researcher, Research Analyst, or Research Analyst II.

32BJ's Research Department plays a vital role in Union campaigns by conducting research, and developing and implementing strategies and tactics to advance campaign goals. We have a research vacancy for the Florida District with the potential to support campaigns in other districts across the Union. Responsibilities include:

- Play a significant role in the development of campaign strategy and work with other members of the team to execute key research pieces of campaigns/projects
- Conduct research at the individual, corporate and industry levels utilizing a wide variety of primary and secondary sources
- Transform research findings to create work plans that advance campaign goals
- Write documents for different audiences including - technical in-depth white papers, talking points, testimony, and information for workers

- Power analysis to formulate corporate and legislative strategies
- Serve as union-expert for questions related to the real estate industry, worker issues, regulations, procurement processes and service companies
- Lead or collaborate in field research efforts such as designing survey, interviews with low-wage workers, drafting regulatory or legal complaints
- Works closely with the legal staff to ensure compliance for campaign pieces
- Develop relationships with subject-matter technical experts and community partners

To thrive in this job this person will have a strong commitment to progressive social change with a dedication to racial justice and inclusion along with a commitment to strengthening the union. You love building strong relationships with union and non-union workers, external partners, and you are comfortable working with peers from diverse backgrounds and matrixed teams while creating a collaborative and respectful environment.

QUALIFICATIONS AND EXPERIENCE:

- At least three years of work experience with at least two years of quantitative and qualitative research
- Ability to work well under tight deadlines and managing competing priorities
- Excellent ability to distill complex information and draft well-written documents for a variety of audiences
- Highly motivated and a self-starter with attention to detail and accuracy who is able to work independently as well as part of a collaborative team
- Ability to utilize the Microsoft Office Suite
- Experience doing corporate research or research related to labor are a plus but not required
- Ability to speak Spanish is a plus, but not required

WORK ENVIRONMENT

- The position is a full-time position based in Miami, FL
- This position occasionally requires hours outside of business hours, including some nights and weekends

PHYSICAL DEMANDS

This position is largely office/computer based with frequent in-person and Zoom meetings. On occasion you'll be attending rallies and marches.

COMPENSATION & BENEFITS

We are hiring for one position that, depending on experience, will either be a Researcher, Research Analyst, or Research Analyst II. The salary for each possible position is:

Researcher: \$59,000

Research analyst: \$65,254

Research analyst II: \$72,297.32

32BJ offers a generous benefits package that includes a fully employer-paid medical, dental and vision plan (for full-time employees and their qualified dependents) and retirement benefits, including a defined benefit pension plan and 401K. 32BJ offers paid time off including three weeks' vacation, eleven holidays, twelve sick days and, after the first year of service, four personal days. The union currently offers a remote work policy of one remote day per week at the discretion of the manager.

APPLICATION

Please send a résumé, letter of interest, and a brief writing sample to: HR@seiu32bj.org. Please use "Florida Research Position" in the subject line of your email.

Please note 32BJ has implemented a vaccine mandate. Bona fide religious and ADA exemptions are permitted with additional safety measures.

32BJ is an inclusive and diverse organization, committed to advocating for social, racial and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women and people of color to apply.

For more information on 32BJ SEIU, visit www.seiu32bj.org.