



Redistricting Data & GIS Analyst, Voting Rights Project

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other racial and ethnic minorities. The Lawyers' Committee was formed in 1963 at President John F. Kennedy's request to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity – work that continues to be vital today.

The Lawyers' Committee is working with partners across the country to advocate for fair representation of communities of color during the redistricting process. We seek a temporary Redistricting Data & GIS Analyst to provide redistricting data and GIS analysis to support the Voting Rights Project (VRP). The Analyst will support the VRP's redistricting work in 2021 by collecting, cleaning, organizing data, creating maps, and analyzing proposed maps.

This is a temporary, full-time, 6-month (renewable) position based in Washington, DC. This position is for an early-career degreed professional (B.S. level) interested in the political process and deep commitment to racial justice. The Analyst will work closely with VRP's Social Scientist and work under the supervision of the Co-Directors for the Voting Rights Project. In response to the COVID-19 pandemic, the Lawyers' Committee is currently operating remotely but plans to return to in-person operations at a yet-to-be-determined date.

Specific Duties and Responsibilities:

Scope of work of the Analyst include but are not limited to the following:

- Find and collect data to fill gaps in the VRP's existing data collection;
- Obtain, verify, and standardize tabular and geospatial data;
- Conduct web research to accurately connect tabular data to geospatial data in the correct vintages;
- Document workflows from primary sources to finished datasets in Lawyers' Committee geodatabases; and
- Creating and maintaining comprehensive data dictionaries.

Minimum Requirements and Competencies:

The successful candidate will join a team that places a high value on diversity, high-quality work, and teamwork. The position requires a candidate who can handle significant responsibilities and make thoughtful decisions in a campaign-

type environment. Required qualifications of this position include but are not limited to:

- Bachelor's Degree in a social science field of relevant study;
- Proficiency with data tools such as Excel, Python, and/or R;
- Proficiency with Esri ArcGIS, including geodatabases;
- Ability to develop and maintain logical frameworks for organizing data;
- Understanding of the Civil Rights ramifications of redistricting and the interests of communities of color is a plus;
- Previous experience in district drawing using any commercial or public tools is a plus;
- Previous experience in creating web maps (ArcGIS Online, MapBox, Tableau, etc.) is a plus;
- Knowledge of political geography, election data, and the process of redistricting is a plus
- Knowledge of Census data and geography is a plus; and
- Commitment to the mission and values of the Lawyers' Committee.

To Apply: Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/26436947/2000277>. No calls will be accepted. The position will remain open until filled, and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a non-profit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability, and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 11 paid Holidays and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation; send an email with the subject line "Applicant Accommodation" to kcoates@lawyerscommittee.org.