

SENIOR ANALYST

The Thomas Consulting Group (TCG) is a social impact firm that delivers actionable strategies and innovative services helping governments, nonprofits, and philanthropic organizations to make a difference in communities suffering from disinvestment. We work alongside bold leaders and changemakers nationwide to support programs and advance public policies that help achieve equitable outcomes for communities of color and marginalized populations. With more than 50 years of direct government and leadership experience, we help our clients navigate difficult change and solve complex challenges. At TCG, providing fast, friendly, and flexible customer service is our hallmark.

Position Description

TCG seeks a determined, results-driven Senior Analyst for a full-time, exempt, remote position based in the New Orleans Metro Area. The Senior Analyst will support TCG's efforts to deliver effective strategies and innovative tools for federal, state, municipal, philanthropic, and community-based programs. They will provide principal support for assigned client engagements while collaborating across several simultaneous projects. This position provides critical analytic support and research necessary for making deliberate decisions regarding programming, funding, and technical assistance needs. Candidates with ten years of experience working within or alongside government entities are strongly encouraged to apply.

Responsibilities

- Strategy and Development: Leading the strategic development of policy recommendations by conducting extensive research, analyzing data, and providing evidence-based recommendations to address complex social, economic, and political challenges.
- Planning and Implementation: Designing comprehensive policy plans, including defining goals, objectives, and performance indicators, and overseeing their effective implementation and monitoring.
- Impact Assessment: Conducting rigorous impact assessments to evaluate the outcomes and effectiveness of policies, considering social, economic, and environmental dimensions, and making recommendations for improvements or adjustments.
- Stakeholder Management and Engagement: Building and maintaining relationships with key stakeholders, such as government officials, community leaders, industry representatives, and advocacy groups, to gather input, address concerns, and facilitate project objectives.
- Policy Advancement and Influence: Participating alongside client organizations in policy discussions, public hearings, and stakeholder engagements. Guiding discussions around policy positions and influencing decision-makers through well-reasoned arguments and evidence.
- Research and Thought Leadership: Executing research initiatives, staying abreast of emerging trends, evaluating policy innovations, and contributing to organizational awareness through engaging exchanges with all levels of TCG staff.
- Team Leadership: Providing guidance, mentorship, and assistance to junior team members by collaborating on joint projects and fostering a supportive team environment.

- Analysis and Evaluation Methodologies: Applying analytical methods, such as forecasting/modeling, benefit-cost analysis, and scenario planning, to conduct robust policy analysis and evaluations, ensuring the accuracy and reliability of results.
- Advisory Acumen: Providing expert policy advice and recommendations to senior executives in TCG and client organizations, translating complex policy issues into actionable insights and strategies that align with organizational goals.
- Project Management: Assisting in managing projects, defining project goals, timelines, and deliverables, coordinating team members, and ensuring successful project execution.
- Operations and Business Support: Providing behind-the-scenes support for business development by working with the CEO and Managing Directors, partnering with internal teams to ensure smooth client transitions and align project management, and identifying opportunities to improve TCG's processes and build TCG's assets.

Requirements

- Exceptional organizational skills and ability to effectively communicate project-related information with high attention to detail.
- Ten or more years of progressively responsible experience working within or alongside government entities.
- Superior writing, analytical, and research skills.
- Robust and insightful critical thinking and problem-solving skills.
- Proficiency in assembling, analyzing, and making recommendations based on data.
- Experience in applying project management skills to lead and structure thinking.
- Professional and poised with strong interpersonal skills and the ability to work well in teams, at times assuming a leadership role.
- Autonomous, self-motivator with a dedication to quality.
- Desire to work in a fast-paced environment and manage multiple parallel tasks.
- Proficiency in Microsoft Office.
- Bachelor's degree required. Advanced or terminal degree preferred.

How to Apply

Interested applicants should submit:

1. A detailed cover letter expressing your interest and fit for the position,
2. A résumé (or CV) describing your experience, abilities, and qualifications, and
3. Contact information for three references from professional sources

to amccoy@tcgcan.com.

All qualified candidates will receive consideration for employment without regard to their race, religion, ancestry, national origin, sex, sexual orientation, gender identity or expression, age, disability, marital status, medical condition, veteran status, or any other basis as protected by federal, state, or local law.

