



Policy Counsel/Policy Analyst or Senior Policy Counsel/Analyst, Consumer Financial Protection

Join us in the fight to hold Wall Street accountable, and make finance work for us, not against us. Americans for Financial Reform Education Fund (AFREF) is seeking a Policy Counsel or Policy Analyst to work on strengthening consumer protections and the effective regulation of consumer financial products; to fight a high cost lending abuses; to work towards reversing the damage caused by systemic racism in the financial marketplace; and to advance an ambitious agenda to protect economically vulnerable consumers and provide all families with access to financial products and services that meet their needs and allow them to maintain economic stability and build wealth.

AFREF played a leading role in winning passage of the Dodd Frank Financial Reform law and the creation of the Consumer Financial Protection Bureau, and we are driving the fight for broader transformations of the financial system to advance economic, racial, and social justice. AFREF's staff develops plans and strategies in collaboration with a coalition of more than 200 consumer, civil rights, labor, community-based, and other organizations, along with academics and policy experts.

The **Policy Counsel / Analyst or Senior Policy Counsel / Analyst** will work with AFREF staff and partners to analyze, respond to, and formulate regulatory and legislative proposals to fight abuses in the areas of predatory lending and junk fees, lending discrimination, debt collection, auto lending, credit reporting, and student debt and more; write materials exploring and explaining these issues for a variety of audiences; and work with AFREF leadership, staff, and partners to develop and implement strategies to win policy change.

Job responsibilities include:

- Developing, articulating, and advancing AFREF policy priorities to fight abuses in junk fees, lending discrimination, debt collection, auto lending, forced arbitration, predatory loans, student debt and more, in collaboration with colleagues inside and outside of AFREF.
- Writing policy memos, regulatory comment letters, reports, and other materials for a range of audiences, regulatory staff, Congressional offices, and coalition partners.
- Analyzing and responding to policy proposals, legislation, proposed rules, and litigation, and to developments in the financial services industry.
- Collaborating with our consumer financial justice campaign team to provide leadership for AFREF's issue task forces in these areas, including facilitating policy collaboration, and developing and implementing strategies to advance our policy goals.
- Representing AFR at meetings with regulators, legislators, and other policy makers, and with allies and coalition partners.
- Explaining consumer financial justice issues to a broad range of audiences including non-experts and making connections between consumer financial policy and broader economic, racial, and social justice work.
- Identifying and developing relationships with additional policy experts, academics, and practitioners who can contribute to our understanding of consumer financial justice issues and collaborate with us in advancing our policy goals.
- Communicating AFREF's perspectives and policy positions to the media.

Ideal candidates will have:

- A strong commitment to economic and racial justice

- Expertise on consumer financial justice issues
- Excellent policy analysis and research skills
- Ability to write and speak compellingly for a broad range of audiences
- Experience with the legislative and regulatory processes
- Strong strategic thinking capabilities
- Comfort working both independently and cooperatively with other staff and coalition members
- Experience working with coalitions
- Enjoy the challenge of exploring new issues and subject areas
- An ability to multitask, and to be comfortable in a diverse and fast-moving work environment
- A law degree, an advanced degree in a related field, or advocacy experience in financial regulation are highly desirable for this position

Compensation:

Annual salary range is commensurate with experience: \$85,000 - \$110,000 (Policy Analyst) **or** \$100,000 - \$125,000 (Sr. Policy Analyst). Generous benefits include significantly employer-subsidized health insurance; generous 401k plan; transportation and technology allowances; 14 paid holidays (plus last week of the year); annual professional development allowance; and more!

More experienced candidates will be able to play a leadership role, and less experienced candidates will be able to expand and develop their expertise.

Location:

AFREF's office is in downtown Washington DC. AFREF offers both a fully remote and a generously flexible hybrid/remote work schedule (for staff based in the DC metropolitan area)--depending on the nature of the position and organizational needs. **The (Senior) Consumer Policy Analyst/Consul position prefers candidates based in the DC-metropolitan area, yet residency in the DC area is not required.**

How to apply:

Please submit your application to [our candidate portal linked here](#), including a letter of interest, a resume, two writing samples (ideally, related to AFR's mission or to the job responsibilities outlined above), and three references.

AFR Education Fund is committed to a workplace that reflects diversity defined broadly, and where the talent, skills and uniqueness of each staff member are respected. We value a diverse workforce and are committed to a policy of equity for all employees and for all applicants. We strongly encourage People of Color; LGBTQIA+ people; women; people with disabilities; and veterans to apply.

Meet some but not all our qualifications? Don't let that deter you from applying. If you believe that you could excel in our organization and believe in our mission, we hope you apply. We are dedicated to considering a broad array of candidates, including those with diverse workplace experiences and backgrounds. Please use your cover letter to tell us about your interest in our work and what you would bring to the role.