



**POLLING ANALYST  
DATA ANALYTICS AND INFRASTRUCTURE RESOURCE  
WASHINGTON, DC [HEADQUARTERS]**

Are you passionate about economic fairness and social justice? Do you want to improve the lives of working people and strengthen the labor movement? If you answered, “Yes!,” then the AFL-CIO may be the right place for you. We are the largest federation of labor unions in the United States, and our team of dynamic professionals is dedicated to growing worker power and ensuring every working person has a voice on the job. When you work at the AFL-CIO, you’re more than just an individual employee—you’re helping to lead a movement with a proud history and a bright future ahead.

The Polling Analyst will support critical internal polling work that helps inform and drive the Federation's programs. This position will help develop and coordinate a national polling program, including instrument development, vendor coordination, and analysis of results.

The Data, Analytics & Infrastructure Resource Department’s goal is to generate lasting power for the labor movement, by building the Federation's programmatic tools, web development, data systems, and analytics capacity. This team serves a broad range of clients across the labor movement--from other AFL-CIO departments to AFL-CIO affiliates, and state and local labor bodies. Through investment in central infrastructure, training, and direct service work, the department aims to empower its partners to run stronger and more cost-effective political and legislative mobilization, digital, and organizing campaigns.

This position reports to the Associate Director for Analytics and will collaborate closely with the Chief Technology Officer.

**DESCRIPTION OF DUTIES**

- Support the AFL-CIO's national polling and research agenda.
- Work with analytics and program staff to define research questions, clarify analytic needs, and translate them into usable outputs.
- Help manage timelines, deliverables, and communications for polling and research projects involving internal teams and outside vendors.
- Generate polling samples, implement weighting, and produce toplines and crosstabs.
- Produce memos, charts, slide decks, dashboards, and other written products to communicate research findings and analytic insights from internal and external polling.
- Generate quantitative visualizations for presentations, reports, and other products as needed.
- Construct and standardize internal databases of survey response data to facilitate long-term analysis.
- Analyze survey data to inform campaign strategy.
- Contribute to the improvement of internal analytic processes, standards, and documentation practices.
- Contribute to other analytics team work as needed, including modeling, targeting, data processing, and other statistical analysis.
- Other duties as assigned.

**QUALIFICATIONS**

- Bachelor's degree in a quantitative or social science field (e.g., statistics, political science, economics, sociology, data science) or equivalent professional experience working with data.
- At least 3 years of meaningful work or academic experience in data analysis, polling, or related quantitative research.
- Training or experience in statistics or quantitative methods.
- Demonstrated experience developing survey instruments.
- Experience implementing large scale research projects involving stakeholders and vendors strongly preferred.
- Strong SQL skills, including the ability to write and troubleshoot queries to clean, join, and transform data for analysis and reporting. Experience with dbt is a plus.
- Experience working with large administrative, survey, or campaign datasets.
- Experience using R or Python for data cleaning, analysis, and reporting.
- Experience communicating quantitative and/or qualitative findings in written formats.
- Ability to communicate analytical findings to non-technical audiences.
- Ability to synthesize complex results into key insights.
- Experience in qualitative research is a plus.
- Effective time management skills, including demonstrated ability to manage and prioritize multiple tasks and projects.
- Demonstrated interest in progressive causes – including experience with political campaign(s), government or public interest groups.
- Knowledge of the labor movement is a plus.
- Ability to work long and extended hours as needed.

**Salary:** \$108,394.48

**Apply here:** <https://aflcio.exacthire.com/>

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