



AMERICA'S UNIONS

**ANALYST AND VISUALIZATION SPECIALIST  
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 Analyst and Visualization Specialist will support critical reporting and polling work that helps inform and drive the Federation's programs. This position will help transform quantitative and qualitative analysis into compelling visuals, and build and support reporting dashboards for the political program, organizing work, and other organizational infrastructure needs. This position will also work with analytics team members and engineers to produce the required data in the right shape and format for dashboards to work with. It will also help coordinate a national polling plan, as well as support ongoing research projects inside of the analytics team.

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 of Analytics.

*This is a temporary position not to exceed November 30, 2026.*

**DESCRIPTION OF DUTIES**

- Visualization design and deployment: Support the development of dashboards, their automation, and deployment, to be used by internal and external stakeholders
- Data preparation and management: construct and consolidate internal databases as well as manage existing datasets to be used in visualizations.
- Document data sources, queries, and dashboard logic to support long-term maintainability.
- Provide technical guidance, training, and support for internal dashboard users.
- Support the AFL-CIO's national polling and research plan.
- Generate polling samples, implement weighting, and produce toplines and crosstabs.
- Analyze warehouse data to inform campaign strategy.
- Assist with survey instrument development and research project management.
- Produce quantitative visualizations for slide decks and other products as needed

- 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.
- Coursework or experience in statistics or quantitative methods preferred.
- Proficiency in Google Workspace, including working with data and producing charts in Google Sheets.
- Ability to write queries using SQL or similar coding language to transform and prepare datasets for analysis and dashboard reporting. Experience with dbt is a plus.
- Experience using data analysis tools such as R or Python.
- Demonstrated experience with Tableau, Looker Studio, or another dashboard reporting tool.
- Ability to communicate analytical findings to non-technical audiences using clear graphs and visualizations.
- Ability to synthesize complex results into key insights.
- Experience using LAN or VAN 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:** \$97,098.19

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

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