

HR&A Advisors | Analyst

ABOUT US | HR&A Advisors, Inc. (HR&A) is an employee-owned company advising public, private, non-profit, and philanthropic clients on how to increase opportunity and advance quality of life in cities.

We believe in creating vital places, building equitable and resilient communities, and improving people's lives.

From Brooklyn to London, Medellin to Hong Kong, we have guided hundreds of clients in transforming real estate and economic development concepts, and public infrastructure, first into actionable plans and then into job-producing, community-strengthening assets.

Our clients include real estate owners and investors, hospitals and universities, cultural institutions and philanthropies, community development organizations, and governments.

HR&A has offices in Atlanta, Dallas, Los Angeles, New York, Raleigh, and Washington D.C. We come from diverse backgrounds, have a breadth of lived experience, and share a passion for cities. We are former city officials, executive directors, planners, lawyers, architects, and economists.

[Hear more about the HR&A experience from our staff.](#)

Learn more about careers at HR&A on our website [here](#).

THE PRACTICE | HR&A's Housing Affordability Practice works at all levels of the housing ecosystem. We create housing plans and strategies based on local needs and priorities. We design and implement solutions, from inclusionary zoning policies to affordable housing investment funds. And we underwrite and close housing transactions on behalf of public and private sector clients. This range of work, from planning to deal making, makes us better at designing policies and local housing plans that achieve their goals in practice and at integrating public incentives into individual projects. We enjoy understanding and working with the complexities of the housing market to advance the interests of all parties.

THE ROLE | HR&A's Housing Affordability Practice is seeking a full-time **Analyst** to be based in our **Los Angeles office**. Our analytical staff form the foundation of our team-oriented and collaborative structure and help to drive our data-driven approach to city building.

Analysts are early career professionals with 2-4 years of professional experience and draft the substance of our client work products. Depending on the project, Analysts may expect their work to include:

- housing market analysis
- other forms of data analysis and research
- GIS mapping
- case study research
- regulation review and analysis
- economic and econometric modeling
- community engagement
- preparation of real estate pro formas for both market rate and affordable housing and public-private structures
- public policy analysis

Analysts also help prepare written reports, presentations in PowerPoint, and Excel models for clients, as well as firm marketing materials and proposals for new projects.

EXPERIENCE REQUIRED | We are looking for candidates with strong quantitative and qualitative skills, a passion for urban development and housing policy, and a deep curiosity about the challenges and opportunities facing cities today. Ideal Analysts will bring a demonstrated capacity for active project team participation, leadership, critical thinking, creativity, and other capabilities aligned with the roles and responsibilities described above, including:

- 2-4 years of experience in urban planning or development, housing policy, public administration, real estate finance, economic consulting, or a similar field
- Knowledge of California housing laws, regulations, and policies is preferred
- Excellent written and verbal communication skills

- Proficiency with PowerPoint, Excel, and Word
- Ability to work on multiple assignments at once
- Candidates should be highly motivated independent thinkers who are detail-oriented, entrepreneurial, and sufficiently poised for client interaction.
- Bachelor's degree in a related field such as Real Estate, Finance, Urban Planning, Economics, or Public Policy
- Master's degree in Real Estate Development (MRED), Business Administration (MBA), Urban Planning, Economics, or a related field is preferred.

HYBRID WORK POLICY | HR&A fosters a collaborative and flexible work environment through our hybrid work policy. Employees work from the office at least two days a week, which allows individuals the freedom to balance their professional and personal lives while maintaining a strong connection to their teams.

COMPENSATION | The base salary range for this position is \$81,600 - \$93,800, plus the opportunity for a discretionary year-end bonus. Where an offer falls inside this pay range is dependent on experience. We offer competitive compensation packages, based on qualifications and experience. We are an employee-owned company, meaning you will have the opportunity to benefit from the firm's growth over time through participation in our Employee Stock Ownership Plan. Each year, the firm will contribute funds to this long-term wealth-building account and may make contributions to other retirement accounts. We also provide a comprehensive benefits package that goes well beyond coverage of 90-95% of healthcare premiums, including dental and vision coverage.

HOW TO APPLY | HR&A is committed to attracting and retaining a talented, diverse, competitive team of professionals dedicated to solving the challenges of urban life. Women, people of color, members of the LGBTQ community, individuals with disabilities, and veterans are strongly encouraged to apply.

To apply, click [here](#). **Please submit your cover letter and your resume as a single PDF document. Applications without this requested cover letter will not be reviewed.**

As part of our ongoing work to build a hiring system that mitigates bias and is based on candidate merit and performance, we ask that you **submit a version of your resume and resume that has your school information removed**. Please list your degree, e.g., B.A. Economics; however, **remove all references to undergraduate and graduate schools you have attended**.

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.

For more information, please contact us at jobs@hraadvisors.com.