

Health Policy Analyst Job Posting – 2026

The Joint Commission on Health Care (JCHC) is seeking motivated individuals to join our team as Associate or Senior Health Policy Analysts.

The JCHC is a permanent standing committee of the Virginia General Assembly charged with studying and making policy recommendations on health care topics to ensure access to affordable, high-quality health care for all Virginians. To learn more about the JCHC, and the numerous studies and policy recommendations produced by its health policy analysts, please visit the Commission's website at <http://jchc.virginia.gov/index.asp>

The JCHC's nonpartisan, professional staff conduct in-depth, objective public policy research to support the JCHC's legislative decision making. JCHC health policy analysts:

- Develop and implement effective research and project plans to answer policy questions on a range of health and public health policy topics;
- Conduct rigorous, comprehensive qualitative and quantitative research gathering data from a broad array of primary and secondary sources including interviews, surveys, literature and document reviews, and various administrative data sources;
- Synthesize findings and develop actionable policy options for consideration by members of the JCHC and the General Assembly;
- Prepare comprehensive written reports and briefing materials and provide briefings to communicate findings and policy options to members of the JCHC, the General Assembly, and other stakeholders in public meetings; and
- Support legislative members of the JCHC and other members of the General Assembly during the legislative Session by providing information and representing the agency before committees and subcommittees of the General Assembly.

Successful candidates for the health policy analyst role will be curious, analytical, organized, and self-motivated; possess strong critical thinking, writing, and public speaking skills; flexible and able to adapt to changing priorities and needs of the JCHC and the General Assembly; and comfortable working both independently and as part of a team. While an advanced degree in public policy or administration, public health, or a related policy field and applied research experience in a policy-related or program evaluation field is preferred, the JCHC is open to applicants of varying backgrounds and levels of experience, and interested candidates are encouraged to apply. Specific job responsibilities and salary will vary depending on the skills and experience of the successful candidate.

Associate Health Policy Analyst

Applicants with the following qualifications will be considered for the position of **Associate Health Policy Analyst**:

- Bachelor's or advanced degree in public policy or administration, public health, or related field

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- Ability to plan and conduct independent, objective research using information obtained from a wide variety of primary and secondary sources
- Experience applying rigorous qualitative and quantitative research methods to collect evidence from a variety of sources
- Strong analytical and critical thinking skills and the ability to synthesize complex information
- Strong writing and public speaking skills and the ability to communicate complex information in a clear, concise, and easily understandable manner
- Strong organizational and time management skills and the ability to complete multiple co-occurring assignments thoroughly and accurately with limited supervision
- Ability to work both independently and as part of a team to complete projects and tasks
- Ability to work cooperatively and collaboratively with individuals regardless of their race, ethnicity, national origin, sex, gender, sexual orientation, ideological or political orientation or alignment, or other personal or social characteristics
- Proficiency with Microsoft Office, including Word, Excel, and PowerPoint

Starting salaries for the Associate Health Policy Analyst position are commensurate with qualifications, education, and experience and range from \$70,000 to \$90,000.

Senior Health Policy Analyst

Applicants who demonstrate the following qualifications, in addition to the qualifications specified above, will be considered for the position of **Senior Health Policy Analyst**:

- At least 5 years of work experience in health policy, public policy, public health, health care law, or a related field
- Applied research or program evaluation experience in a policy-relevant position or field, including demonstrated ability to independently plan and conduct policy-relevant research or program evaluations
- Proficiency using rigorous data analysis methods and appropriate software to derive actionable insights from quantitative and qualitative sources
- Experience working with or in state government

Starting salaries for the Senior Health Policy Analyst position are commensurate with qualifications, education, and experience and range from \$90,000 to \$110,000.

Benefits

In addition to an interesting and rewarding working experience, the JCHC offers a flexible working environment, a hybrid schedule with the opportunity to telework two days per week, and an excellent benefits package including generous and affordable health and life insurance; pre-tax health and dependent care flexible spending accounts; 12 paid holidays

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each year; generous annual, personal, and sick leave; state-funded short- and long-term disability insurance; and a state retirement plan with options for tax-deferred retirement savings and employer matching.

How to Apply

To be considered for this position, qualified applicants should send a cover letter, resume, and writing sample to jhcjobs@jhc.virginia.gov. Candidates who do not submit application materials to the JCHC as directed will not be considered for employment.

Candidates must submit all application materials to the JCHC by 11:59 p.m. on **Sunday, June 7, 2026**, to be considered for this position.

The Commonwealth of Virginia is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other characteristic protected by law. The JCHC is a veteran-friendly agency.