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Congressional Staff: Duties, Qualifications, and Skills Identified by Members of Congress for Selected Positions

R. Eric Petersen

Specialist in American National Government

March 10, 2020

Congressional Research Service

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The roles, duties, and activities of congressional staff are matters of ongoing interest to Members of Congress, congressional staff, and observers of Congress. Members of the House and Senate establish their own employment policies and practices for their personal offices. It is arguably the case that within Member offices, a common group of activities is executed for which staff are necessary. Accordingly, a group of job advertisements for those positions from a number of different offices can shed light on the expectations Members have for position duties, as well as staff skills, characteristics, experience, and other expectations. This report provides a set of 39 widely expected job duties, applicant skills, characteristics, prior experiences, and other expectations based on a sample of ads placed by Members of Congress between approximately December 2014 and September 2019 seeking staff in their offices for 33 position titles:

Caseworker	Executive Assistant	Press Assistant
Communications Director	Executive Assistant/Scheduler	Press Secretary
Constituent Services Representative	Field Representative/Caseworker	Regional Coordinator
Correspondence Manager	Legislative Aide	Scheduler
Deputy Press Secretary	Legislative Assistant	Scheduler/Office Manager
Deputy Scheduler	Legislative Correspondent	Senior Legislative Assistant
Deputy Scheduler/Assistant to Chief of Staff	Legislative Correspondent/Press Assistant	Speechwriter
Digital Director/Press Assistant	Legislative Correspondent/Staff Assistant	Staff Assistant
Digital Media Director	Legislative Counsel	Staff Assistant/Driver
District Director	Legislative Director	Staff Assistant/Press Assistant
District, Field, or Regional Representative	Military Legislative Assistant	Systems Administrator

Sample position expectations might assist Congress from multiple perspectives, including assessment of staffing needs in Member offices; guidance in setting position expectations, qualifications, and experience when offices need to hire staff; and informing current and potential congressional employees of position expectations. At the same time, categorizing congressional staff positions by position title relies on an assumption that similarly titled positions in House and Senate personal offices carry out the same tasks under essentially similar circumstances. Although personal offices may carry out similar activities, the assumption might be questionable given the differences in staff resources in House and Senate offices, as well as potential differences among offices of each chamber, particularly the Senate. Generalizations about staff roles and duties may also be limited in some ways due to the broad discretion Members have with regard to running their office activities. Variations from office to office, which might include differences in job duties, work schedules, office emphases, and other factors, may limit the extent to which sample position expectations might match operational practices in all congressional offices.

This is one of several CRS products on congressional staff. To access those products, see CRS Report R44688, *Congressional Staff: CRS Products on Size, Pay, and Job Tenure*.

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Congressional employees are retained to perform public duties that include assisting Members in official responsibilities in personal, committee, leadership, or administrative office settings. The roles, duties, and activities of congressional staff are matters of ongoing interest to Members of Congress, congressional staff,¹ groups,² and individuals,³ including those who raise concerns about congressional operations. Most observers recognize that Congress does not function without staff,⁴ but there is little⁵ systematic attention to what staff do, or what Members expect of them.

In congressional offices, there may be interest in identifying Member expectations of congressional staff duties by position from multiple perspectives, including assessment of staffing needs in Member offices; guidance in setting position expectations, qualifications, and experience when offices choose to hire staff; and informing current and potential congressional employees of position expectations. Members of the House and Senate generally establish their own employment policies and practices for their personal offices.⁶ It is arguably the case that within Member offices, a common group of activities is executed for which staff with relevant skillsets and other qualifications are necessary. A body of publicly available job advertisements for staff positions from a number of different offices can shed light on the expectations Members have for position duties, as well as staff skills, characteristics, experience, and other expectations.

For 33 commonly used congressional staff position titles, this report describes the most frequently listed job duties, applicant skills, characteristics, prior experiences, and other expectations found in a sample of job advertisements placed by Members of Congress between approximately December 2014 and September 2019 seeking staff in their offices. **Table 1** lists the position titles and the frequency with which advertisements for them appeared in the sample.

¹ U.S. House of Representatives, Chief Administrative Officer, *2019 House of Representatives Compensation and Diversity Study Report: House Overall Results*, 2019, at https://www.house.gov/sites/default/files/uploads/documents/2019_house_compdiversitystudy_executivesummary.pdf.

² See Democracy Fund, “Principled Leadership & Effective Governance,” <https://www.democracyfund.org/priorities/>; and William and Flora Hewlett Foundation, “Madison Initiative,” <https://hewlett.org/strategy/madison-initiative/>.

³ Alexander C. Furnas, “Legislative staff are spending an increasing amount of time on constituent services,” LegBranch, April 11, 2018, <https://www.legbranch.org/2018-4-11-legislative-staff-are-spending-an-increasing-amount-of-time-on-constituent-services/>; Jacob M. Montgomery and Brendan Nyhan, “The Effects of Congressional Staff Networks,” *Journal of Politics*, vol. 79, no. 3 (July 2017), pp. 745-761; Brian Alexander, “A framework for congressional staffing: a few thoughts from management consulting,” LegBranch, June 28, 2016, <https://www.legbranch.org/2016-6-28-a-framework-for-congressional-staffing-a-few-thoughts-from-management-consulting/>; and Anthony J. Madonna and Ian Ostrander, “Getting the Congress You Pay For: Legislative Staffing and Organizational Capacity,” Paper prepared for presentation at the Annual Meeting of the American Political Science Association, Washington, DC, August 28-September 1, 2014.

⁴ See, e.g., Josh McCrain, “Convincing evidence that congressional staff do, in fact, matter,” LegBranch, January 23, 2018, <https://www.legbranch.org/2018-1-16-convincing-evidence-that-congressional-staff-do-in-fact-matter/>; David E. Price, *The Congressional Experience*, 3rd ed. (Cambridge, MA: Westview Press, 2004), pp. 66-69; and Michael J. Malbin, *Unelected Representatives: Congressional Staff and the Future of Representative Government* (New York: Basic Books, Inc., 1980), pp. 3-7.

⁵ See Jesse M. Crosson, Alexander Furnas, and Timothy LaPira, *Congress and Its Experts, Dataset Codebook*, electronic dataset, University of Michigan, https://jessemcrossoncom.files.wordpress.com/2018/02/staff_data_codebook.pdf.

⁶ Members who hire staff in committee or leadership settings also have broad discretion regarding establishing and overseeing staff roles and duties. These are beyond the scope of this report.

Identifying Job Advertisements for Congressional Staff Positions

Data used in developing sample position expectations were taken from several publicly available sources, including the following, over the periods specified:

- The House Employment Bulletin, published weekly by the House Vacancy Announcement and Placement Service (HVAPS) in the Human Resources Office of the House Chief Administrative Officer (CAO).⁷ Data were collected from ads published between approximately January 2015 and September 2019.
- The Employment Bulletin, published online by the Senate “as a service to Senate offices choosing to advertise staff vacancies.”⁸ Data were collected from ads, which were not dated, appearing from approximately July 2016 to July 2019.
- The House GOP Job and Resume Bank, which posts ads on behalf of the House Republican Conference on Facebook.⁹ Ads were collected between approximately January and June 2017. Other ads were collected from the period between approximately December 2014 and January 2017 from the House GOP Job Bank web page on the website of Representative Virginia Foxx during part of her tenure as the House Republican Conference Secretary.
- The Job Announcements Board hosted by Representative Steny Hoyer during part of his tenure as House Minority Whip.¹⁰ Data were collected from ads posted between approximately January 2016 and December 2017.

Categorizing and Coding Job Advertisements

More than 1,800 ads were collected from all sources. Duplicate ads resulting from posts to more than one source, and ads that appear to have been frequently reposted,¹¹ were removed, as were ads for positions in congressional settings other than personal offices,¹² yielding 880 ads for positions in Member personal offices. Substantially similar position titles (e.g., deputy scheduler and state deputy scheduler) for which there were five or more ads were identified and grouped together, as were related job titles (e.g., positions designated as district, field, or regional representative that had essentially similar job duties and expectations) for which there were five or more substantially similar ads, yielding a total of 704 ads. Ads for the 33 identified position titles were further categorized if there were five¹³ or more ads that specified the advertised position as “not entry level” or other signifier of presumptive advanced status. The 704 ads were

⁷ See U.S. House of Representatives, “Employment Information,” at <https://www.house.gov/employment>.

⁸ See U.S. Senate, “Employment Bulletin,” at <https://www.senate.gov/employment/po/positions.htm>.

⁹ See “House GOP Job and Resume Bank” at <https://www.facebook.com/GopJobBank/>.

¹⁰ Rep. Hoyer continues to host a job announcements board at <https://www.majorityleader.gov/jobs>.

¹¹ Frequently reposted ads include those that appeared in sequential editions of the House Employment Bulletin, and ads for the same position posted by identifiable offices more than once over a period of six months.

¹² Other congressional settings for which ads were collected include committee, leadership, officer, official, shared Member and committee, and caucus.

¹³ An exception is Legislative Director in the Senate, for which four ads were identified, and which was included due to significant differences in position expectations from the descriptions developed for Legislative Director in the House and Legislative Director, “Senior Level” or “Not Entry Level.”

coded against a variety of variables within eight categories, including ad tracking information; ad details; position responsibilities and responsibility areas; expected job skills, qualifications, and credentials; application materials; and office type.¹⁴ The distribution of ads by job title and level is provided in **Table 1**.

Solicitations of applicants for congressional staff appear to originate in a highly decentralized manner. Means of identifying appropriate candidates might potentially include reassigning staff within offices, placing ads in services that make them available by subscription,¹⁵ word of mouth, and other nonpublic means of identifying potential applicants for congressional staff positions. Consequently, it cannot be determined whether the dataset of ads analyzed in this report is representative of all congressional employment solicitations. In addition, the process by which candidates for some Member office senior staff positions¹⁶ are identified may not be public-facing.

Based on information specified within the ads, most position titles were identified by one of the following four primary responsibility areas (some positions were identified by up to three responsibility areas):

- Legislative, Policy, and Oversight,
- Media, Messaging, and Speeches,
- Constituent Communications, Outreach, and Service, and
- Office Administration and Support.

For each position, at least one sample position description was created based on the coded data. Information includes the most frequently occurring of the following:

- primary responsibility areas;
- widely expected duties, typically up to six of the most frequently occurring duties specified in all ads for that position;
- other potential duties, typically up to six other duties mentioned in more than one ad;
- applicant information, including
 - characteristics,
 - skills, and
 - knowledge and prior experience; and
- other expectations.

Concluding Observations

Categorizing congressional staff positions by position title¹⁷ relies on an assumption that similarly titled positions in House and Senate personal offices carry out the same tasks under essentially

¹⁴ A codebook and detailed explanation of the coding process are available to congressional offices upon request.

¹⁵ See, for example, Daybook, <https://www.daybook.com/listings>, or Indeed.com, <https://www.indeed.com/q-Congressional-Assistant-I-Washington,-DC-jobs.html>, among others.

¹⁶ For example, the ad sources used did not contain analyzable numbers of ads for Chief of Staff in either chamber, or Administrative Director or State Director positions in the Senate.

¹⁷ A Senator may establish position titles in his or her office by written notification to the disbursing office of the Senate, 2 U.S.C. 4575(d)(1)(C)(2). No similar explicit authority for a Member of the House was identified.

similar circumstances. While personal offices may carry out similar activities, the assumption might be questionable given the differences in staff resources in House and Senate offices, as well as potential differences within offices of each chamber.

Generalizations about staff roles and duties may also be limited in some ways due to the broad discretion Members have with regard to running their office activities. Variations from office to office, which might include differences in job duties, work schedules, office emphases, and other factors, may limit the extent to which sample position expectations provided here match operational practices in all congressional offices.

Table I. Distribution of Job Advertisements Analyzed, by Category and Chamber

Legislative, Policy, and Oversight			Media, Mass Communications, Messaging, and Speeches				
	Ads	H	S		Ads	H	S
Legislative Aide	9	3	6	Communications Director	54	50	4
Legislative Assistant (LA)	107	77	30	Communications Director "Senior Level," "Not Entry Level"	18	18	0
LA, "Not Entry Level"	26	20	6	Deputy Press Secretary	6	0	6
Legislative Counsel	5	3	2	Digital Director/Press Assistant	5	3	2
Legislative Director (LD), House	24	24	0	Digital Media Director	5	0	5
LD, Senate	4	0	4	Press Assistant	16	10	6
LD, "Senior Level," "Not Entry Level"	6	6	0	Press Secretary	39	33	6
Military Legislative Assistant (MLA)	10	8	2	Speechwriter	17	3	14
Senior Legislative Assistant (SLA)	11	10	1	<i>LC/Press Assistant</i>	7	7	0
<i>Legislative Correspondent (LC)</i>	54	34	20	<i>Staff Assistant/Press Assistant</i>	5	5	0
<i>LC/Press Assistant</i>	7	7	0				
<i>LC/Staff Assistant</i>	15	14	1				
Constituent Communications, Outreach, and Service			Office Administration and Support				
	Ads	H	S		Ads	H	S
Caseworker	11	9	2	Deputy Scheduler	6	0	6
Constituent Services Representative	7	5	2	Deputy Scheduler/ Assistant to Chief of Staff	6	0	6
Correspondence Manager	8	0	8	Executive Assistant	7	5	2
District Director	7	7	0	Executive Assistant/Scheduler	15	14	1
Field, District, or Regional Representative	13	10	3	Executive Assistant/Scheduler "Not Entry Level"	9	9	0
Field Representative/Caseworker	7	7	0	Scheduler	49	43	6
Regional Coordinator	6	0	6	Scheduler, "Not Entry Level"	8	7	1
<i>LC</i>	54	34	20	Scheduler/Office Manager	10	10	0
<i>LC/Staff Assistant</i>	15	14	1	Staff Assistant/Driver	5	2	3
<i>Staff Assistant</i>	77	62	15	Systems Administrator	10	0	10
<i>Staff Assistant/Press Assistant</i>	5	5	0	<i>LC/Staff Assistant</i>	15	14	1
				<i>Staff Assistant</i>	77	62	15
				<i>Staff Assistant/Press Assistant</i>	5	5	0

Source: CRS analysis of selected ads seeking congressional staff, various sources, December 2014-September 2019. Positions with more than one area of responsibility are shown in *italics*.

Table 2. Acronyms Used in This Report

Acronym	Term
CAO	Chief Administrative Officer of the House of Representatives
CMS	Correspondence Management System (e.g., ComputerWorks, Fireside21, Housecall, iConstituent, Leidos)
HTML	HyperText Markup Language
HVAPS	House Vacancy Announcement and Placement Service
IT	Information technology
LA	Legislative Assistant
LC	Legislative Correspondent
LD	Legislative Director
MLA	Military Legislative Assistant
MRA	Members' Representational Allowance
MS	Microsoft, typically office productivity software and apps
SLA	Senior Legislative Assistant

Source: CRS.

Sample Position Expectations

Caseworker¹⁸

Constituent Communications, Outreach, and Service

Widely Expected Duties

Assist constituents to resolve issues with public agencies
Handle constituent casework involving 1-4 agencies
Answer casework correspondence
Communicate with constituents, government agencies
Act as community representative for Member
Assess casework, community activities for legislative action

Applicant Characteristics

Patience
Motivation
Sense of humor

Applicant Knowledge and Prior Experience

Casework
Experience related to casework type (immigration, tax, financial sector, healthcare, military, veterans' issues, etc.)
Federal, state, or local government

Ads

11 (9 House, 2 Senate)

Other Potential Duties

Update Member and district director on local issues
Learn federal agency casework procedures

Applicant Skills

Manage multiple tasks
Interpersonal skills, friendly, personable, pleasant
Work independently
Think broadly about potential case resolutions

Other Expectations

Strong written and verbal communications skills
Bilingual, typically Spanish
Access to car, driving
Ties to state or district
Long hours, nights, weekends
Work environment typically described as high pressure, team-based, collaborative

¹⁸ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Communications Director¹⁹

Media, Mass Communications Messaging, and Speeches

Widely Expected Duties

Craft and implement overall communications strategy
Write in numerous formats including press releases, op-eds, talking points, newsletters, speeches, social media
Act as spokesperson, local and national media contact
Prepare/brief Member for interviews
Manage office website, social media, other digital content
Organize media events

Applicant Characteristics

Strong political instincts
Creativity
Sense of humor
Energetic, enthusiastic
Hard worker

Applicant Knowledge and Prior Experience

Communications, journalism, public relations

Ads

54 (50 House, 4 Senate)

Other Potential Duties

Outreach to media organizations, reporters
Pitch stories
Provide messaging guidance to staff
Monitor news of interest to the office
Handle portfolio of I-4 issues

Applicant Skills

Organized
Strategic thinking
Balance multiple tasks
Attention to detail, accuracy
Work well with others
Digital media skills

Other Expectations

Strong written and verbal communications skills
Knowledge of legislative process
Media contacts
Familiarity with computer software, e.g., MS applications, social media platforms
State or district ties
May supervise Press Secretary, Press Assistant
Submission of various writing samples
Work environment typically described as high pressure, team-based, collaborative

¹⁹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Communications Director, “Senior Level” or “Not Entry Level”²⁰

Media, Mass Communications Messaging, and Speeches

Ads

18 (18 House, 0 Senate)

Widely Expected Duties

Craft and implement overall communications strategy
Write in numerous formats including press releases, op-eds, talking points, newsletters, speeches, social media
Act as spokesperson, local and national media contact
Prepare/brief Member for interviews
Manage office website, social media, other digital content
Organize media events

Applicant Characteristics

Creativity
Energetic, enthusiastic
Strong political instincts
Sense of humor

Applicant Knowledge and Prior Experience

On-the-record experience, 1-2 years
Hill experience, 2-5 years

Other Potential Duties

Pitch stories

Applicant Skills

Attention to detail, accuracy
Organized
Balance multiple tasks

Other Expectations

Strong written and verbal communications skills
Media contacts
May supervise Communications Staff, Press Assistant, Press Secretary, Social Media Assistant
Submission of various writing samples
Work environment typically described as high pressure, team-based, collaborative

²⁰ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Constituent Services Representative²¹

Constituent Communications, Outreach, and Service

Ads

7 (5 House, 2 Senate)

Widely Expected Duties

Handle casework and related calls, correspondence
Work with federal or state entities to resolve casework
Provide office support, sort mail, order supplies

Applicant Characteristics

Good political instincts, judgement
Energetic
Self-starter
Adaptable
Hard worker
Motivated
Sense of humor

Applicant Knowledge and Prior Experience

Casework, public service, customer service, 0-5 years
Bachelor's degree

Other Potential Duties

Plan and execute outreach events
Represent Member
Support Member events

Applicant Skills

Discretion
Organized
Work well with others
Able to balance multiple tasks
Attention to detail
Reliability
Work independently

Other Expectations

Strong written and verbal communications skills
Work flexible schedule, long days, weekends
Ties to state or district
Work environment typically described as high pressure, team-based, collaborative

²¹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Correspondence Manager²²

Constituent Communications, Outreach, and Service

Widely Expected Duties

Coordinate with office leadership, LCs to produce, deliver substantive, timely written responses to constituent inquiries

Draft, edit outgoing correspondence

Oversee drafting and approval of condolence and congratulatory letters

Applicant Characteristics

Proactive, takes initiative

Applicant Knowledge and Prior Experience

Experience with constituent management software (CMS) systems, e.g., IQ, InterTrac, VOICE, etc.

Hill correspondence experience, up to 3 years

Computer skills

Ads

8 (0 House, 8 Senate)

Other Potential Duties

Provide CMS reports, system maintenance

Train interns, LCs, and Staff Assistants in correspondence processes

Manage constituent contact lists

Maintain correspondence records

Applicant Skills

Time management skills

Highly organized

Ability to work independently

Handle multiple tasks, projects

Other Expectations

Strong written and verbal communications skills

Demonstrated ability to use technology to streamline administrative processes

Generally a position for experienced staff

“Self-described perfectionists are strongly encouraged to apply.”

Work environment typically described as high pressure, team-based, collaborative

²² Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Deputy Press Secretary²³

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Writing in numerous formats including press releases, op-eds, talking points, newsletters, speeches, social media
Maintain social media content
Schedule media interviews with Senator

Applicant Characteristics

Motivated
Ambitious
Hard worker
Willing to learn, add responsibilities

Applicant Knowledge and Prior Experience

Work with office productivity software, social media platforms
Communications, media, 2-5 years
Campaign media experience

Ads

6 (0 House, 6 Senate)

Other Potential Duties

Maintain office website
Staff Senator at events
Compile press clips and media mentions
Compile, maintain media contact lists

Applicant Skills

Accuracy, attention to detail
Manage multiple tasks
Resourceful
Operate quickly, efficiently

Other Expectations

Strong written and verbal communications skills
State or regional ties
Work environment typically described as high pressure, team-based, collaborative

²³ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Deputy Scheduler²⁴

Office Administration and Support

Widely Expected Duties

Sort, track, and respond to Senator's state invitations
Assist other staff to execute Senator's daily schedule
Maintain Senator's contact data
Arrange, book travel for Senator

Applicant Characteristics

Energetic
Motivated
Adaptable
Sound judgement

Applicant Knowledge and Prior Experience

Hill experience preferred
Knowledge of Senate operations, schedules

Ads

6 (0 House, 6 Senate)

Other Potential Duties

Greet Senator's meeting attendees
Maintain historical record of Senator's schedule
Schedule rooms, facilities
Organize constituent events

Applicant Skills

Attention to detail
Highly organized
Exercise discretion
Personable, courteous
Trustworthy

Other Expectations

Strong written and verbal communications skills
Flexible hours
Work environment typically described as high pressure, team-based, collaborative

²⁴ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Deputy Scheduler/Assistant to Chief of Staff²⁵

Office Administration and Support

Widely Expected Duties

Provide administrative and staffing support to Scheduler
Plan, maintain Chief of Staff's calendar
Drive Senator on occasion
Organize, vet, respond to invitations
Facilitate projects of the Senator or office

Applicant Characteristics

Adaptable
Proactive
Energetic
Sound judgement, instincts

Applicant Knowledge and Prior Experience

Scheduling, 1-2 years

Ads

6 (0 House, 6 Senate)

Other Potential Duties

Handle Chief of Staff correspondence
Prepare correspondence for signature
Provide executive secretarial support

Applicant Skills

Detail oriented, thorough
Highly organized
Strong sense of discretion
Personable, pleasant, courteous
Balance multiple tasks, projects

Other Expectations

Strong written and verbal communications skills
Maintain confidentiality
Ability to exercise discretion at all times
Own an American-made car
State ties
Work environment typically described as high pressure, team-based, collaborative

²⁵ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Digital Director/Press Assistant²⁶

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Create audio, graphic, and video content
Draft newsletters, social media, press releases, op-eds, talking points, speeches
Manage social media strategy, office accounts, website

Applicant Characteristics

Creative
Poise
Sound judgement

Applicant Knowledge and Prior Experience

Experience with various social media platforms, HTML
Knowledge of chamber operations, procedures
Experience designing audio, graphic, video content

Ads

5 (3 House, 2 Senate)

Other Potential Duties

Compile daily news clips
Monitor social media data, analytics

Applicant Skills

Works well with others
Attention to details
Design skills
Digital media skills
Research skills

Other Expectations

Strong written and verbal communications skills
Communications background
Experience with online organizing
Work environment typically described as high pressure, team-based, collaborative

²⁶ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Digital Media Director²⁷

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Manage office social media accounts
Create social media content, written, graphic, and video
Maintain office websites

Applicant Characteristics

Energetic, outgoing
Sound judgement

Applicant Knowledge and Prior Experience

Broadcast communications, journalism, public relations
Knowledge of Senate rules, procedures
Experience with photography; creating audio, graphic, and video content; and related software

Ads

5 (0 House, 5 Senate)

Other Potential Duties

Plan and execute media events
Track and analyze various media platform metrics
Grow office social media audience

Applicant Skills

Digital media skills
Well organized
Quick thinking
Resourceful
Problem solving abilities

Other Expectations

Strong written and verbal communications skills
Position is generally not entry level, up to 3 years' experience expected
Work environment typically described as high pressure, team-based, collaborative

²⁷ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

District Director²⁸

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Oversee district office operations
Develop outreach and constituent service strategies
Represent Member in meetings and events
Supervise district staff, plan and assign work

Applicant Characteristics

Strong work ethic
Political instincts
Enthusiastic, outgoing

Applicant Knowledge and Prior Experience

Management, supervisory experience
Strategic planning

Ads

7 (7 House, 0 Senate)

Other Potential Duties

Oversee district office budget
Manage Member schedule with district scheduler

Applicant Skills

Management, leadership skills
Manage multiple tasks
Attention to detail
Interpersonal skills

Other Expectations

Strong written and verbal communications skills
May supervise district staff
Connections to the district
Work environment typically described as high pressure,
team-based, collaborative

²⁸ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Executive Assistant²⁹

Office Administration and Support

Widely Expected Duties

Develop, manage Member's schedule
Track meeting and event invitations
Oversee office budget with Chief of Staff
Compose correspondence for Member

Applicant Characteristics

Assertive
Good work ethic
Energetic, outgoing
Adaptable
Patience
Poise

Applicant Knowledge and Prior Experience

Scheduling
Administrative, executive support

Ads

7 (5 House, 2 Senate)

Other Potential Duties

Staff or drive Member
Assist Scheduler with meeting, event invitations
Coordinate meetings travel, training, events

Applicant Skills

Discretion
Detail oriented
Excellent organizational skills
Personable, friendly, professional manner
Flexibility
Able to prioritize

Other Expectations

Strong written and verbal communications skills
Knowledge of MS software, CMS packages
Knowledge of legislative process, calendar
Work environment typically described as high pressure, team-based, collaborative

²⁹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Executive Assistant/Scheduler³⁰

Office Administration and Support

Widely Expected Duties

Coordinate and maintain Member's daily schedule
Greet constituents and other visitors
Maintain Member's calendar
Monitor daily and longer-term office schedules
Perform office management duties
Recommend invitations to accept or decline

Applicant Characteristics

Energetic, enthusiastic
Poise
Sound political instincts, judgement
Patience
Assertive
Self-starter, proactive, take initiative
Adaptable, flexible
Hard Worker

Applicant Knowledge and Prior Experience

None stated

Ads

15 (14 House, 1 Senate)

Other Potential Duties

Assist in managing office budget
Compile briefing materials
Drive the Member—have access to a car
Make travel arrangements for Member, other staff
Staff the Member during the work day
Write recommendations and other correspondence

Applicant Skills

Interpersonal skills, friendly, personable, pleasant
Organized
Professional manner
Work independently
Work well with others, collaboratively, cooperatively
Time management skills
Attention to detail

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high pressure, team-based, collaborative

³⁰ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Executive Assistant/Scheduler, “Not Entry Level”³¹

Office Administration and Support

Widely Expected Duties

Coordinate and maintain Member’s daily schedule
Make travel arrangements for Member
Maintain Member’s calendar

Applicant Characteristics

Professional manner
Interpersonal Skills, friendly, personable, pleasant
Sound political instincts, judgement
Sense of humor

Applicant Knowledge and Prior Experience

Hill experience
At least 1 year of scheduling experience
Full-time executive assistant experience

Ads

9 (9 House, 0 Senate)

Other Potential Duties

Evaluate invitations to accept or decline
Maintain office records
Manage Member’s correspondence

Applicant Skills

Organized
Discretion
Detail oriented
Manage multiple tasks

Other Expectations

Strong written and verbal communications skills
State or district ties
Work environment typically described as high pressure, team-based, collaborative

³¹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Field, District, or Regional Representative³²

Constituent Communications, Outreach, and Service

Widely Expected Duties

Represent Member before constituents, local groups, businesses, civic organizations, and agencies
Attend meetings and events throughout assigned areas
Act as liaison to local and state government
Monitor issues, opinions, and concerns in assigned areas
Brief Member about events and issues

Applicant Characteristics

Flexibility
Motivation
Strong work ethic
Friendly, outgoing
Patience
Sense of humor

Applicant Knowledge and Prior Experience

Knowledge of jurisdiction (state, region, district)
Knowledge of congressional practices, operations
Advocacy, community development, nonprofit, or government work

Ads

13 (10 House, 3 Senate)

Other Potential Duties

Draft casework, other correspondence
Plan and execute community outreach projects, events
Provide logistical support for district events, meetings
Staff Member for events, appearances in assigned area
Provide casework intake, support, resolution

Applicant Skills

Manage multiple tasks, projects
Good organizational skills
Work independently
Problem-solving abilities
Discreet, tactful
Learn quickly

Other Expectations

Strong written and verbal communications skills
Long, irregular hours, nights, weekends, holidays
May supervise interns
Awareness of issues of interest to the Member
Ties to the state or district
Driving the Member
Work environment typically described as high pressure, team-based, collaborative

³² Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Field Representative/Caseworker³³

Constituent Communications, Outreach, and Service

Widely Expected Duties

Assist constituents with problems, concerns
Work with staff on casework and outreach efforts
Represent Member at meetings, events, appearances
Monitor activities, concerns, issues in district
Drive, travel throughout district

Applicant Characteristics

Energetic
Outgoing
Assertive
Mature
Motivated
Sense of humor

Applicant Knowledge and Prior Experience

State, local, and national government, agencies
Event planning
Social work

Ads

7 (7 House, 0 Senate)

Other Potential Duties

Staff Member at events, appearances
Provide administrative assistance
Answer phones

Applicant Skills

Work well with others
Thorough
Organized
Exercise discretion, tact
Work independently
Handle stress

Other Expectations

Strong written and verbal communications skills
Have car and driver's license
Bilingual
Flexible hours including nights and weekends
Ties to/broad knowledge of district
Work environment typically described as high pressure, team-based, collaborative

³³ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Legislative Aide³⁴

Legislative, Policy, and Oversight

Widely Expected Duties

Draft constituent correspondence legislation, memos
Meet with constituents, agency staff, other stakeholders
Assist with preparations for hearings and meetings

Applicant Characteristics

Energetic
Enthusiastic

Applicant Knowledge and Prior Experience

Hill experience, up to 3 years
Issue area-specific experience as noted

Ads

9 (3 House, 6 Senate)

Other Potential Duties

Oversee office mail program
Maintain policy portfolio of 1-3 issues
Conduct research and analysis

Applicant Skills

Ability to prioritize
Attention to detail, accuracy
Balance multiple projects, tasks
Organizational skills
Research skills

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high pressure, team-based, collaborative

³⁴ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Assistant³⁵

Legislative, Policy, and Oversight

Widely Expected Duties

Handle portfolio of 1-9 issues
Draft bills and amendments
Write memos, floor statements, talking points
Write constituent mail
Meet with constituency and advocacy groups
Represent Member in congressional and public settings

Applicant Characteristics

Proactive, takes initiative
Sense of humor
Enthusiastic
Motivated
Sound judgement
Strong work ethic
Creative
Appropriate attitude
Adaptable

Applicant Knowledge and Prior Experience

Knowledge or experience with legislative process
Relevant Hill experience, 0-2 years
Knowledge of assigned issue area(s)
Experience as an LA or LC

Ads

107 (77 House, 30 Senate)

Other Potential Duties

Monitor legislation in issue area(s)

Applicant Skills

Work well with others
Fast, strategic thinking
Organized
Balance multiple tasks
Attention to detail
Operate quickly, efficiently
Interpersonal skills
Research skills
Problem-solving abilities

Other Expectations

Strong written and verbal communications skills
Bachelor's, graduate, or law degree may be required
Familiarity with computer software, e.g., MS applications, CMS
Translate policy into accessible terms
Work environment typically described as high pressure, team-based, collaborative

³⁵ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Legislative Assistant, “Not Entry Level”³⁶

Legislative, Policy, and Oversight

Widely Expected Duties

Draft bills and amendments
Write memos, floor statements, talking points, speeches
Handle portfolio of 1-7 issues
Meet with constituency and advocacy groups
Identify and advance policy proposals
Represent Member in congressional and public settings
Monitor legislation in issue area(s)

Applicant Characteristics

Self-starter, proactive
Sense of humor
Motivated
Energetic
Political instincts
Hard worker
Strong ideas
Appropriate attitude
Flexible, nimble

Applicant Knowledge and Prior Experience

Prior experience in a congressional office
Detailed knowledge of assigned issue area(s)
1-2 years of congressional staff work in legislative areas
Prior work as an LA or LC

Ads

26 (20 House, 6 Senate)

Other Potential Duties

Draft constituent correspondence, hearing questions
Advocate for legislation, policy priorities of Member
Legislative research

Applicant Skills

Work well with others
Analytic thinking
Organizational skills
Interpersonal skills
Research skills
Problem-solving abilities
Time management

Other Expectations

Strong written and verbal communications skills
Demonstrate substantial legislative experience
Work environment typically described as high pressure, team-based, collaborative

³⁶ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Correspondent³⁷

Constituent Communications, Outreach, and Service

Legislative, Policy, and Oversight

Widely Expected Duties

- Draft constituent correspondence
- Manage Member's constituent mail program
- Support legislative and front-office activities
- Research to formulate written replies
- Meet with constituents and interest groups
- Track legislation

Applicant Characteristics

- Self-starter
- Motivated
- Strong work ethic
- Desire to grow in position
- Adaptability

Applicant Knowledge and Prior Experience

- Knowledge of House, Senate operations
- Knowledge of CMS
- Hill or other experience, up to 1 year

Ads

54 (34 House, 20 Senate)

Other Potential Duties

- CMS management, coding, analysis
- Oversee a portfolio of 1-8 policy issues (Senate only)

Applicant Skills

- Research
- Attention to detail, accuracy
- Organized
- Operate quickly
- Balance multiple tasks, assignments
- Work well with others
- Interpersonal skills
- Fast thinking

Other Expectations

- Strong written and verbal communications skills
- Generally an entry-level position
- State or district ties
- Work environment typically described as high pressure, team-based, collaborative

³⁷ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Legislative Correspondent/Press Assistant³⁸

Legislative, Policy, and Oversight

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Assist with crafting of constituent correspondence
Draft op-eds, press releases, talking points, mass mail
Sort and prioritize incoming correspondence
Assist Communications Director with social media,
graphic design, video production
Compile daily news clips, track media

Applicant Characteristics

Creative
Motivated
Interested in added responsibilities, skill development
Sense of humor
Proactive, takes initiative

Applicant Knowledge and Prior Experience

Knowledge of House rules, processes
Experience with social media platforms, CMS packages
Hill experience
Design of audio, graphic, video content

Ads

7 (7 House, 0 Senate)

Other Potential Duties

None stated

Applicant Skills

Accuracy
Attention to detail
Organization skills
Research skills

Other Expectations

Strong written and verbal communications skills
Ties to state or district
Work environment typically described as high pressure,
team-based, collaborative

³⁸ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Correspondent/Staff Assistant³⁹

Legislative, Policy, and Oversight

**Constituent Communications,
Outreach, and Service**

Office Administration and Support

Ads

15 (14 House, 1 Senate)

Widely Expected Duties

Provide office support; greet visitors; answer phones; process flag, tour requests

Coordinate and conduct Capitol tours

Support Member and Chief of Staff

Manage constituent correspondence program

Monitor, track mail, respond in a timely manner

Applicant Characteristics

Energetic, enthusiastic

Proactive, self-starter

Sense of humor

Patience

Applicant Knowledge and Prior Experience

Computer software, MS, CMS

Congressional operations, legislative process

Other Potential Duties

Train and supervise interns

Applicant Skills

Accuracy, attention to detail

Organizational skills

Work well with others

Balance multiple tasks, competing priorities

Research

Time management

Other Expectations

Strong written and verbal communications skills

Submission of writing samples, references

State or district ties

Work environment typically described as high pressure, team-based, collaborative

³⁹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Counsel⁴⁰

Legislative, Policy, and Oversight

Widely Expected Duties

Handle policy portfolio of 2-11 issues
Plan, execute legislative strategy
Support, staff Member's committee activities, preparation

Applicant Characteristics

None stated

Applicant Knowledge and Prior Experience

House, Senate operations, committee functions
Law, legal research
Congressional investigations

Ads

5 (3 House, 2 Senate)

Other Potential Duties

Write memos, speeches, and talking points
Monitor legislative activity
Support communications team, district office

Applicant Skills

Conceptual, analytic thinking
Balance multiple tasks, projects
Strong interpersonal skills

Other Expectations

Strong written and verbal communications skills
Law degree generally required
Work well under pressure
Work environment typically described as high pressure, team-based, collaborative

⁴⁰ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Legislative Director, House⁴¹

Legislative, Policy, & Oversight

Widely Expected Duties

Lead legislative team in support of Member legislative goals
Supervise and mentor legislative staff
Advance Member policy proposals in committees, on floor

Applicant Characteristics

Sound political judgement
Takes initiative

Applicant Knowledge and Prior Experience

Work as LD or LA
Management or supervisor experiences
Work in public policy, various fields, issues

Ads

24 (24 House, 0 Senate)

Other Potential Duties

Brief Member on all policy matters
Meet interest groups, constituents
Handle policy portfolio of 1-7 issues

Applicant Skills

Strong organizational skills
Detail oriented
Work cooperatively and collaboratively with others
Leadership skills

Other Expectations

Strong written and verbal communications skills
Thorough knowledge of House legislative procedure
Knowledge of committee activities, processes
Demonstrated success at advancing policy initiatives
State or district ties, connection
Work environment typically described as high pressure, team-based, collaborative

⁴¹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Director “Senior Level,” or “Not Entry Level”⁴²

Legislative, Policy, and Oversight

Widely Expected Duties

Manage legislative team activity
Supervise legislative staff
Work with Member, Chief of Staff to develop legislative program
Support Member’s committee activities

Applicant Characteristics

Proactive
Good judgement

Applicant Knowledge and Prior Experience

Hill or legislative experience, “strong,” “substantial”
“at least 5 years”
[policy area designated in ad] experience

Ads

6 (6 House, 0 Senate)

Other Potential Duties

Legislative portfolio of 1-5 issues

Applicant Skills

Attention to detail
Leadership
Ability to delegate
Creativity

Other Expectations

Strong written and verbal communications skills
Thorough knowledge of House legislative procedure
Demonstrated success at advancing policy initiatives
Advanced degree
State or district ties, connection
Work environment typically described as high pressure, team-based, collaborative

⁴² Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Legislative Director, Senate⁴³

Legislative, Policy, and Oversight

Widely Expected Duties

Develop and implement Senator's legislative program
Manage legislative staff of 12-18
Monitor floor activity
Oversee development of vote recommendations
Support office outreach activities to various constituencies

Applicant Characteristics

Sound political judgement

Applicant Knowledge and Prior Experience

3-8 years of Hill experience (Senate preferred)
Senate LD, Senior LA, Senior Policy Advisor, or Counsel

Ads

4 (0 House, 4 Senate)

Other Potential Duties

Mentor staff

Applicant Skills

Ability to delegate
Strong interpersonal skills
Highly organized
Work well with others
Attention to detail
Analytic skills
Management skills

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high pressure, team-based, collaborative

⁴³ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Military Legislative Assistant⁴⁴

Legislative, Policy, and Oversight

Widely Expected Duties

Handle Member's work on Armed Services, Veterans', Homeland Security, Foreign Affairs, or Intelligence Comm-

mittees, or Defense Appropriations Subcommittees

Handle a portfolio of 1-6 related issues

Advise member on related bills, hearings, and issues

Meet, interact with relevant agency staff

Applicant Characteristics

Self-directed

Strong ideas

Appropriate attitude

Applicant Knowledge and Prior Experience

Legislative procedures and committee processes

Military service

Relevant committee work

Military legislative assistant, professional staff member

0-5 years related experience

Ads

10 (8 House, 2 Senate)

Other Potential Duties

Represent Member in committee and agency settings

Track military acquisition programs

Applicant Skills

Work independently

Operate quickly, efficiently

Work well with others

Problem-solving abilities

Other Expectations

Strong written and verbal communications skills

Active TOP SECRET clearance

Knowledge of defense authorizations, appropriations

Coalition building

Military reserve service

Work environment typically described as high pressure, team-based, collaborative

⁴⁴ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Press Assistant⁴⁵

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Write social media, website content, emails, newsletters
Assist with media inquiries, press releases, interviews
Manage social media accounts
Compile daily clips and media mentions

Applicant Characteristics

Motivated
Creative
Takes initiative

Applicant Knowledge and Prior Experience

Content design, audio, graphic, video
Public relations, journalism
Knowledge of chamber procedures, activities
Software, MS, graphic, and video production

Ads

16 (10 House, 6 Senate)

Other Potential Duties

Maintain media lists
Organize or support media events

Applicant Skills

Attention to detail
Balance multiple tasks
Cooperative, collaborative
Operate quickly

Other Expectations

Strong written and verbal communications skills
Generally an entry-level position
Work environment typically described as high pressure, team-based, collaborative

⁴⁵ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Press Secretary⁴⁶

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Write and edit press releases, op-eds, talking points, newsletters, and franked communications

Develop and maintain effective relationships with district, state, and national media

Work with office staff to identify news hooks and story pitches

Book, coordinate interviews with reporters

Plan, organize, and staff media events

Applicant Characteristics

Sound political instincts

Takes initiative

Hard worker

Sense of humor

Motivated

Applicant Knowledge and Prior Experience

Media, journalism, public relations roles, experience

Hill experience

Content design, audio, graphics, video

Ads

39 (33 House, 6 Senate)

Other Potential Duties

Oversee day-to-day press operations in DC, state, or district

Manage office website, social media

Prepare Member for media interactions

Write speeches

Applicant Skills

Balance multiple assignments, tasks

Attention to detail, accuracy

Handle stress

Work well with others

Efficient

Other Expectations

Strong writing and speaking skills

Submission of writing samples, including press releases, talking points, tweets

On and off the record briefing experience

Media contacts

Work environment typically described as high pressure, team-based, collaborative

⁴⁶ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Regional Coordinator⁴⁷

Constituent Communications, Outreach, and Service

Widely Expected Duties

Monitor, update office on regional and local issues
Represent Senator at events, civic, community meetings
Act as liaison with federal, state, and local officials, agencies, community organizations

Applicant Characteristics

Enthusiastic
Outgoing
Motivated
Adaptable
Creative ideas
Self-starter

Applicant Knowledge and Prior Experience

State and local government
Public policy issues
Outreach
MS applications, CMS

Ads

6 (0 House, 6 Senate)

Other Potential Duties

Process constituent casework requests
Travel throughout region, state
Oversee work of junior regional staff

Applicant Skills

Able to balance multiple tasks and projects
Attention to detail
Highly organized
Work well with others
Reliable
Able to work independently

Other Expectations

Strong written and verbal communications skills
State or community ties
Team player
Work environment typically described as high pressure, team-based, collaborative

⁴⁷ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Scheduler⁴⁸

Office Administration and Support

Widely Expected Duties

Oversee Member's schedule in DC and state/district
Schedule, coordinate Member and staff travel, lodging
Organize and track invitations
Drive Member to and from events
Provide administrative support to Member

Applicant Characteristics

Energetic
Sound political judgement
Appropriate attitude
Takes initiative
Adaptability

Applicant Knowledge and Prior Experience

Work as Scheduler or Executive Assistant
House or Senate operations, procedures

Ads

49 (43 House, 6 Senate)

Other Potential Duties

Hire and manage interns
Provide administrative support to Chief of Staff

Applicant Skills

Accuracy, attention to details
Highly organized
Able to balance multiple tasks
Friendly, outgoing
Problem-solving abilities
Work well with others

Other Expectations

Strong written and verbal communications skills
On-call availability after working hours
May supervise junior operations staff (Senate)
Travel between Washington, DC, and state or district
Work environment typically described as high pressure, team-based, collaborative

⁴⁸ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Scheduler, “Not Entry Level”⁴⁹

Office Administration and Support

Widely Expected Duties

Collaboratively develop Member’s schedule
Make Member travel arrangements
Handle Member’s correspondence
Provide Member administrative support

Applicant Characteristics

Excellent political instincts
Proactive

Applicant Knowledge and Prior Experience

Work as congressional scheduler, 1-2 years

Ads

8 (7 House, 1 Senate)

Other Potential Duties

Coordinate DC schedule with district
Ensure Member has briefing materials
Maintain contacts database
Maintain office records

Applicant Skills

Discretion, maintain confidentiality
Close attention to detail
Organizational skills
Work well with others

Other Expectations

Strong written and verbal communications skills
Flexible schedule
Work environment typically described as high pressure,
team-based, collaborative

⁴⁹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Scheduler/Office Manager⁵⁰

Office Administration and Support

Widely Expected Duties

Manage Member's district and DC schedule
Facilitate Member's personal correspondence
Oversee front-office management
Collaborate with the Chief of Staff to manage the MRA and payroll
Administer office finances, benefits, and procurement
Work closely with the Chief of Staff and District Director to ensure effective office operations

Applicant Characteristics

Appropriate attitude
Flexibility
Sound political instincts

Applicant Knowledge and Prior Experience

Hill experience
Executive assistant
Congressional scheduling
Knowledge of House schedules, activities

Ads

10 (10 House, 0 Senate)

Other Potential Duties

Keep Member on schedule during the day
Supervise staff assistants, interns
Drive the Member to events
Arrange travel and meetings

Applicant Skills

Balance competing demands
Strong organizational skills
Attention to detail
Problem-solving abilities

Other Expectations

Strong written and verbal communications skills
Assist the Member after regular business hours
Typically not an entry-level position
Work environment typically described as high pressure, team-based, collaborative

⁵⁰ Based on CRS analysis of selected advertisements seeking congressional staff, as described in "Categorizing and Coding Job Advertisements."

Senior Legislative Assistant⁵¹

Legislative, Policy, and Oversight

Widely Expected Duties

Support Member in committee activities
Manage Member work in assigned issue area(s)
Research bills and other issues
Advise Member

Applicant Characteristics

Self-starter, self-directed
Good political judgement, instincts
Sense of humor

Applicant Knowledge and Prior Experience

Substantial congressional experience
Substantial issue(s) experience
2-5 years of relevant experience

Ads

11 (10 House, 1 Senate)

Other Potential Duties

Build or expand Member policy priorities
Represent Member in congressional and public settings

Applicant Skills

Work well with others
Work independently
Able to balance multiple tasks, assignments
Organized
Attention to detail/thorough

Other Expectations

Strong written and verbal communications skills
Extensive knowledge of legislative, committee process
Work environment typically described as high pressure, team-based, collaborative

⁵¹ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Speechwriter⁵²

Media, Mass Communications, Messaging, and Speeches

Widely Expected Duties

Draft and revise speeches, floor and committee statements, talking points, and scripts
Conduct supporting historical and policy research
Assist in drafting op-eds, press statements, web content

Applicant Characteristics

Creative
Hard worker

Applicant Knowledge and Prior Experience

Hill or campaign experience
Speechwriting

Ads

17 (3 House, 14 Senate)

Other Potential Duties

Manage social media accounts

Applicant Skills

Strong writing and editing skills
Ability to explain complex policy issues in an accessible, relatable manner
Attention to detail, accuracy
Balance multiple tasks and projects

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high pressure, team-based, collaborative

⁵² Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Staff Assistant⁵³

Constituent Communications, Outreach, and Service

Office Administration and Support

Widely Expected Duties

Assist with office management duties; sort mail, greet constituents, answer phones, monitor supplies
Coordinate office internship program, supervise interns
Handle flag, tour, and recognition requests
Provide tours

Applicant Characteristics

Motivated
Outgoing, enthusiastic
Appropriate attitude
Hard worker
Sense of humor
Self-starter
Flexibility

Applicant Knowledge and Prior Experience

Knowledge of congressional schedules, operations
Computer skills, experiences
Hill internship

Ads

77 (62 House, 15 Senate)

Other Potential Duties

Drive Member to events, activities
Draft grant or commemorative letters

Applicant Skills

High degree of organization
Attention to detail
Balance multiple tasks
Interpersonal skills
Professional manner
Reliable, trustworthy

Other Expectations

Strong written and verbal communications skills
Typically an entry-level position
Some college or a bachelor's degree
May supervise interns
District or state ties
Work environment typically described as high pressure, team-based, collaborative

⁵³ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Staff Assistant/Driver⁵⁴

Office Administration and Support

Widely Expected Duties

Drive Member to and from meetings and events
Provide office support, answer phones, give tours, greet visitors, process flag requests

Applicant Characteristics

Motivated
Sense of humor
Energetic
Adaptable

Applicant Knowledge and Prior Experience

None stated

Ads

5 (2 House, 3 Senate)

Other Potential Duties

Assist with press operation
Compile press clippings
Draft correspondence

Applicant Skills

Attention to detail
Balance multiple tasks, activities
Dependable
Good organizational skills

Other Expectations

Strong written and verbal communications skills
May be based in Washington, DC, state, or district
“A spotless driving record”
Long, irregular, unscheduled hours
Appears to be an entry-level position
Work environment typically described as high pressure, team-based, collaborative

⁵⁴ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Staff Assistant/Press Assistant⁵⁵

**Media, Mass Communications,
Messaging, and Speeches**

**Constituent Communications,
Outreach, and Service**

Office Administration and Support

Ads

5 (5 House, 0 Senate)

Widely Expected Duties

Manage office website, social media posting
Support office: greet guests, answer phones, handle mail,
conduct tours, process flag requests

Applicant Characteristics

Enthusiastic
Motivated
Sense of humor
Take initiative
Willing to learn, add responsibilities

Applicant Knowledge and Prior Experience

Audio, graphic, or video experience
MS applications, social media platform use
Communications, public relations, experience,
education

Other Potential Duties

Compile press clips
Assist Communications Director with press releases,
inquiries

Applicant Skills

Balance multiple assignments
Detail oriented
Digital media
Handle stress

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high
pressure, team-based, collaborative

⁵⁵ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

Systems Administrator⁵⁶

Office Administration and Support

Widely Expected Duties

Update, maintain DC and state office computer systems
Ensure network and email availability
Recommend purchases of IT hardware, software
Install service packs, virus definition updates
Develop, maintain information management system
Provide user training and support

Applicant Characteristics

Motivated
Takes initiative
Patience

Applicant Knowledge and Prior Experience

Work with office productivity software, CMS
Understanding of Senate IT assets, processes, policies
Systems administrator, 0-5 years

Ads

10 (0 House, 10 Senate)

Other Potential Duties

Update office IT policies and procedures

Applicant Skills

Highly organized
Good interpersonal skills
Attention to detail
Able to balance multiple tasks, projects
Analytic thinking

Other Expectations

Strong written and verbal communications skills
Work environment typically described as high pressure, team-based, collaborative

⁵⁶ Based on CRS analysis of selected advertisements seeking congressional staff, as described in “Categorizing and Coding Job Advertisements.”

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