



RESEARCH ASSOCIATE JOB DESCRIPTION
CLOSING DATE: OPEN UNTIL FILLED

Justice System Partners (JSP) is seeking experienced, talented candidates to fill a research associate position with our nonprofit consulting firm.

About Justice System Partners

Through innovation and practical strategies and solutions, JSP improves the safety and quality of life for justice-involved individuals and their communities by supporting justice systems in becoming more equitable, effective and humane. We tailor our services to the needs of the jurisdiction or agency and work with our clients to incorporate data-driven, evidence-based management techniques and decision-making processes into their organization to support long-term change. For more information about JSP, visit us at www.justicesystempartners.org.

JSP was founded in 2014 to do important criminal and juvenile justice reform work—work that is led by research, informed by data, and results in measurable change. We are a non-profit, multidisciplinary team committed to assisting justice and community partners with transforming their systems. We help our partners reimagine their work by combining rigorous research, technical assistance, and knowledge of evidence-informed strategies. We infuse creativity, innovation, and passion into our work, taking an integrated approach to system transformation to help our partners operationalize meaningful change. The work we do integrates strategies for improving the functioning of organizations with a focus on staff, structure, processes, and culture; methods for systematically planning, implementing, and measuring change; and the identification of solutions that maximize value for our clients. JSP’s talented staff brings practical experience, key competencies, and subject matter expertise to the work of transforming systems to better serve the public. Furthermore, our collaborative approach nurtures engagement, belonging, respect, empathy, and trust.

Working at Justice System Partners

We are a small, not-for-profit agency who works closely with our community partners to develop new and innovative ways to understand how to improve the criminal justice system. We have a team of experts that work together to develop effective strategies to help leaders move their agencies forward, bringing practical strategies and solutions to real-world issues. JSP takes an integrated approach to system transformation. Across all of the work we do, we inspire clients to ask fundamental questions that get at the heart of public service, help them design methods for critical inquiry, support them in gathering essential data, and arrive, together, at creative solutions to improve the safety and wellbeing of the people in their communities. Collaboration with local, multi-stakeholder work groups grounds our work in the communities being served, as we believe the best solutions to improving the safety and wellbeing of communities lie within the communities themselves. We support a healthy work/life balance and invest in our staff by engaging them in a wide range of learning opportunities.

Who we are looking for?

We are looking for an individual who is passionate about helping the criminal justice system move forward through the application of data in real world settings and the development of transformational products for the field.

What are the job responsibilities?

The team is seeking a research associate who has practical experience in developing and managing projects, collecting and analyzing data, sharing findings across different mediums and audiences, and creating innovative ways to help the field continue to evolve. We are excited to work with a person who can take large ideas and operationalize them into practical, real world fully implemented projects. This will also include providing insights into program performance through summary statistics and performance indicators and assisting on other projects and tasks as assigned.

What qualifications do you need?***Minimum qualifications***

- Master's degree in social science field, preferably criminal justice but will consider other degrees with experience in criminal justice.
- Demonstrated skills in developing, managing, and implementing robust research studies.
- Experience in leading and/or managing day-to-day activities in research projects as a principal investigator, project director, or lead researcher.
- Ability to apply knowledge in a practical manner and communicate findings effectively to the field.
- A practical understanding of the criminal and/or juvenile justice system.
- Basic understanding of and interest in producing quantitative or qualitative analysis using a range of software options.
- Work in diverse work environment in which collaboration and community is essential.
- Ability and discipline to work remotely.

Supporting skills

The ideal candidate will have the following knowledge, skills, and experience:

- Understand the history of racism inherent in the juvenile and criminal justice systems and demonstrate a commitment to reducing disparities.
- Knowledge of and commitment to implementing evidence-based policies and practices in the fields of juvenile and criminal justice and related disciplines.
- Strong writing skills, including the ability to communicate findings effectively to practitioners.
- Think strategically and critically; synthesize and summarize large amounts of information, focus quickly on the essence of an issue and understand the implications on policy, practice and the community.

- Work within diverse, virtual teams to assign tasks, manage timelines, and ensure completion of high-quality and effective work products. Willingness and flexibility to work independently, and within a team.
- Ability to plan and manage multiple project teams, deliverables, and timelines; adjust to changing circumstances, organize time, remain attentive to details and identify resources for projects.
- Ability to develop and move complex projects forward with a high degree of independence within a creative, fast-paced, action-oriented and collegial environment; an ability to establish a systematic course of action to ensure project completion.
- Ability to express ideas, thoughts and concepts clearly and concisely in a compelling way to convince or assist others, both in writing and orally; ability to write clearly, especially about complex policy and implementation issues.

Position Type

JSP is currently seeking candidates interested in full-time employment.

Salary

Range is \$85,000 - \$100,000.

Location

The research associate will telecommute from anywhere in the United States via Internet and phone. They will be part of a dispersed workforce located throughout the country that interacts within a virtual work environment and travels to work sites on an as-needed basis depending on covid-related restrictions.

Commitment to Diversity, Equity and Inclusion

JSP is an equal opportunity employer, and we are committed to diversity, equity and inclusion. We aim to create a workplace that celebrates diversity and includes perspectives from backgrounds that vary by race, ethnicity, social background, religion, gender, age, disability, sexual orientation, veteran status, and national origin. We seek to continuously challenge ourselves as JSP strives to be an antiracist organization, using its influence to support a culture of learning, empowerment, and equity. Applicants should demonstrate a knowledge of and concern for issues of equity and an understanding of how disparity influences the experiences of people impacted by the criminal and juvenile justice systems.

Travel Expectations

Willingness to travel 50% is expected for full-time positions.

To Apply

Send a cover letter and resume to info@justicesystempartners.org.