



SENIOR ASSOCIATE III JOB DESCRIPTION
CLOSING DATE: OPEN UNTIL FILLED

Justice System Partners (JSP) is seeking experienced, talented candidates to fill a Senior Associate III 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, nonprofit 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 and systems forward, bringing practical strategies and solutions to real-world issues. JSP takes an integrated approach to system transformation. Across all 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 are we looking for?

We are hiring up to two individuals who are passionate about helping criminal and juvenile legal systems transform their systems by applying evidence-based practices in real-world settings. Individuals who have experience working on applied projects and engaging directly with agencies and criminal legal stakeholders are particularly encouraged to apply.

For one of these positions, we desire a person who has familiarity with quasi-experimental methods and experience conducting research with various methods (e.g., Differences-in-Differences, Regression Discontinuity, Instrumental Variables, Interrupted Time Series Analysis).

For the second position, we are looking for a person who has a strong balance between quantitative skills and technical assistance in applied criminal legal spaces.

What are the job responsibilities?

The ideal candidate will be an autonomous, proactive, innovative, and passionate professional dedicated to driving meaningful change within the criminal and juvenile legal systems. They will possess a unique blend of technical expertise, creative problem-solving skills, and a commitment to equity and justice. A Senior Associate III is expected to lead teams, drive internal initiatives, and deliver work effectively and efficiently. They are responsible for bringing in resources, solving complex problems, and fostering meaningful relationships within and outside the organization. This role requires strong leadership, research, and communication skills, with the ability to connect the work to the organization's pillars and values. At JSP, we value balancing authenticity with professionalism and fostering an inclusive learning environment where all staff feel a sense of belonging and can do great work.

What qualifications do you need?

Minimum Qualifications

- At least five years of experience in research or public service (government or nonprofit), with preference given to criminal or juvenile justice.

- Experience working with stakeholders across sectors such as elected officials, senior-level policymakers, corrections and law enforcement officials, the judiciary, legislators, victim advocates, researchers, community members, or other key stakeholders.
- Experience leading projects, conducting robust research and/or technical assistance with the criminal legal system.
- Computer proficiency (Microsoft Office products including Word, Excel, PowerPoint, Teams; Zoom videoconferencing).
- Ability and discipline to work remotely and manage projects and staff remotely.

Supporting skills and abilities

Project and Team Leadership

- Lead teams and manage projects with minimal supervision in a remote setting.
- Lead research or technical assistance projects with strong subject matter expertise.
- Collaborate effectively in a remote environment, taking a leadership role.
- Facilitate high-stakes meetings with partners and senior-level stakeholders.
- Implement large-scale policy and technical assistance reforms.
- Lead internal organizational change initiatives and coach staff.

Technical Expertise and Subject Matter Knowledge

- Possess subject matter expertise in areas related to the criminal legal system such as pretrial decision-making, social determinants of health, law enforcement, pretrial decision-making, jails and prisons, and community corrections.
- Conduct rigorous research using both qualitative and quantitative methods.
- Analyze complex data and provide policy recommendations.
- Familiarity with quantitative data analysis programs (e.g., Stata, SPSS, R).
- Familiarity with qualitative data analysis programs (e.g., NVivo)
- Lead policy analysis and data interpretation efforts.
- Write and communicate research effectively and accessibly for broad audiences.
- Design and lead advanced training programs.

Time and Project Management

- Manage time effectively, work well under deadlines, and prioritize tasks in a fast-paced environment.
- Manage multiple projects with varying content areas, deliverables, teams, and timelines.
- Meet short-term and long-term deadlines efficiently.

Stakeholder Engagement and Relationship Management



- Build and sustain relationships with high-level stakeholders and partners.
- Navigate politically accountable contexts and work with elected officials and policymakers.
- Exhibit thought leadership in the field of criminal and juvenile legal reform.
- Provide technical assistance to systems undergoing transformation.
- Center community voices in system transformation processes.

Funding and Resource Development

- Assist in securing funding, research grant opportunities, and contribute to grant writing.

Commitment to Equity and Community-Centered Approach

- Experience working with diverse populations.
- Commitment to centering community voices in system transformation.
- Provide technical assistance to criminal and juvenile legal systems with a focus on equity.

Adaptability and Willingness to Travel

- Willingness and ability to travel as needed.

Position Type

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

Salary

Annual salary for the Senior Associate III is \$142,570.

Location

The Senior Associate III 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 remote work environment and travels to work sites on an as-needed basis.

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 and ability to travel is expected for all full-time positions. We are a remotely-based company in which travel is required to meet with the communities with whom we partner, and center people in our work. Generally, travel is 25% on average but can range up to 50% during peak times based on individual project needs.

To apply, click the link below: (resume and cover letter are required)

https://jspsurveys.qualtrics.com/jfe/form/SV_3QL130ripEgbAsC