



Senior Associate III

Job Description

Now accepting applications · Open until filled

Justice System Partners (JSP) is seeking an experienced, talented professional to join our team as a Senior Associate III. If you are passionate about helping criminal and juvenile legal systems transform through evidence-based practice, we would love to hear from you.

Position type	Full-time
Salary	\$142,570 per year
Location	Remote — anywhere in the United States
Travel	About 25% on average; up to 50% during peak times

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 each jurisdiction or agency, working with our clients to incorporate data-driven, evidence-based management techniques and decision-making processes that support long-term change. To learn more, visit us at 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 nonprofit, multidisciplinary team committed to helping justice and community partners transform their systems. We combine rigorous research, technical assistance, and knowledge of evidence-informed strategies, infusing creativity, innovation, and passion into an integrated approach to system transformation. Our work integrates strategies for improving how organizations function—with a focus on staff, structure, processes, and culture—with methods for systematically planning, implementing, and measuring change, and the identification of solutions that maximize value for our clients. Our talented staff bring practical experience, key competencies, and subject matter expertise to the work of transforming systems to better serve the public. Our collaborative approach nurtures engagement, belonging, respect, empathy, and trust.

Working at Justice System Partners

We are a small nonprofit that works closely with community partners to develop new and innovative ways to improve the criminal justice system. Our team of experts works together to craft effective strategies that help leaders advance their agencies and systems, delivering practical solutions to real-world issues. Across all of our work, we inspire clients to ask the 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 that improve the safety and well-being of people in their communities.

Collaboration with local, multi-stakeholder work groups grounds our work in the communities we serve, because we believe the best solutions lie within those communities. We support a healthy work-life balance and invest in our staff by providing a wide range of learning opportunities.

Who We're Looking For

We're looking for an implementation scientist who is passionate about helping criminal and juvenile legal systems transform through the real-world application of evidence-based practices. The ideal candidate has hands-on experience implementing new innovations, programs, and initiatives within legal system organizations, and knows what it takes to move good ideas from concept to sustained practice.

This person is comfortable strategizing, leading executive-level conversations, and partnering directly with senior leaders to advance organizational change models and support meaningful, lasting transformation. They bring strong knowledge across the community corrections, carceral, and pretrial systems, and a deep understanding of evidence-based practices and how to improve their adoption within agencies.

Beyond the technical work, we're looking for someone who invests in people. This role mentors staff, designs content and curriculum for justice spaces, and leads complex research, evaluation, and training and technical assistance projects. Candidates with experience working on applied projects and engaging directly with agencies and system stakeholders are especially encouraged to apply. Quantitative analysis skills are a valued asset that strengthens an application.

What You'll Do

The ideal candidate is an autonomous, proactive, innovative, and passionate professional dedicated to driving meaningful change within the criminal and juvenile legal systems. They bring a unique blend of project management, technical expertise, critical thinking, and creative problem-solving, alongside a deep commitment to equity and justice.

A Senior Associate III leads multiple complex, multi-faceted projects simultaneously while operating with connected autonomy on both operations and strategy. In this role, they oversee projects and coordinate team efforts without direct supervisory authority, which calls for an exceptional ability to lead through a human-centered, strength-focused, and collaborative approach. They set quality standards across their projects, drive innovation, and deliver work effectively and efficiently while anticipating potential delays and proactively addressing them.

Senior Associates III bring in resources, solve complex problems, and foster meaningful relationships within and outside the organization. They take on leadership roles across projects, manage external stakeholder relationships strategically, facilitate cross-pillar collaboration, and mentor team members on select projects. The role requires strong leadership, emotional intelligence, and communication skills, with the ability to connect daily work to JSP's organizational pillars, values, and broader mission while contributing to field-wide advancements.

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. Senior Associates III model this commitment through their collaborative leadership style, strategic thinking, and ability to manage conflict constructively while building trusted networks across the organization and the field.

What You'll Bring

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, and community members.
- Experience leading projects and conducting robust research and/or technical assistance within the criminal legal system.
- Computer proficiency, including Microsoft Office (Word, Excel, PowerPoint, Teams), project management software, and Zoom videoconferencing.
- The ability and discipline to work remotely and to manage projects and staff remotely.

Supporting skills & abilities

Strong candidates will demonstrate many of the following, organized by the areas that matter most in this role:

Project & 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.
- 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 & subject matter knowledge

- Bring subject matter expertise in areas such as pretrial decision-making, social determinants of health, law enforcement, 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 analysis tools (e.g., Stata, SPSS, R) and qualitative tools (e.g., NVivo).
- Write and communicate research effectively and accessibly for broad audiences.
- Design and lead advanced implementation initiatives and training programs.

Time & project management

- Manage time effectively, work well under deadlines, and prioritize 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 & 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, centering community voices throughout.

Funding, equity & adaptability

- Help secure funding and research grant opportunities, and contribute to grant writing.
- Experience working with diverse populations and a commitment to centering community voices in system transformation.
- Provide technical assistance to criminal and juvenile legal systems with a focus on equity.
- Willingness and ability to travel as needed.

Location & Travel

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, working in a remote environment and traveling to work sites as needed.

Willingness and ability to travel is expected for all full-time positions. As a remotely based company, we travel to meet with the communities we partner with and to keep people at the center of our work. Generally, travel is about 25% but can reach 50% during peak times, depending on individual project needs.

Our Commitment to Diversity, Equity & 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 continuously challenge ourselves as we strive to be an antiracist organization, using our influence to support a culture of learning, empowerment, and equity. Applicants should demonstrate knowledge of and concern for issues of equity, and an understanding of how disparities shape the experiences of people impacted by the criminal and juvenile justice systems.

How to Apply

Ready to join us? A resume and cover letter are required. Click [here](#) to start your application.