

Executive Director

THE OPPORTUNITY

Citizens for Juvenile Justice (CfJJ) is the only independent, non-profit, statewide organization working exclusively to improve the juvenile justice system in Massachusetts. Through advocacy, research, public education, and coalition building, CfJJ works to keep young people out of the adult criminal justice system, reduce unnecessary incarceration of children and youth, ensure effective treatment and services, and eliminate system-wide racial and ethnic disparities. Since its founding in 1994, over 10,000 young people across Massachusetts have been positively impacted by CfJJ's work to create a more effective and developmentally appropriate justice system. Our current policy agenda focuses on reducing racial and ethnic disparities, improving data collection, promoting community alternatives to court and incarceration when appropriate, and raising the age of juvenile court jurisdiction to include 18, 19, and 20-year-olds in the juvenile rather than the adult criminal system. We examine the "school-to-prison pipeline" and work across child-serving systems to address children's educational and behavioral health needs and reduce the flow of young people from the child welfare to the juvenile justice system.

CfJJ is governed by a Board of distinguished child advocates, mental health professionals, leaders of provider agencies, private sector members and other members of the juvenile justice community. Its office is in downtown Boston. In addition to the Executive Director, CfJJ has a staff of seven people, and we are frequently assisted by law school as well as other graduate and undergraduate interns.

Citizens for Juvenile Justice is an organization deeply committed to social justice and equity. We work in a fast-paced environment that values collaboration and an entrepreneurial approach. Knowing its importance to the success of our work, Citizens for Juvenile Justice is committed to diversity, equity and inclusion, and we aspire to build a diverse team across our organization. Please be sure to submit your resume and a thoughtful cover letter that explains your interest in the role and our organization. We appreciate your time and will review and respond to all applications received.

TO APPLY

To apply, please email to our Operations Director, Jennifer Feeley Hyzer jennfeeleyhyzer@cfjj.org in a single submission, with the subject line "Executive Director application" (1) a letter describing your interest in and experience relevant to this position; (2) your resume; (3) a brief (1-2 pages) statement describing what you see as the primary challenges to juvenile justice in the next several years; and (4) names and contact information of three references.

Applications are requested by Friday, September 28, 2018 at 5 pm EDT. This position will be open until filled, so please do not hesitate to apply earlier than the deadline.

KEY RESPONSIBILITIES

The Executive Director is CfJJ's leader, both internally and externally. The Executive Director has responsibility for developing and implementing ideas and strategies for CfJJ program activities and organizational development; fundraising; meeting with stakeholders, potential allies, donors, members and volunteers; representing CfJJ to the public; managing overall operations; supervising employees; and communicating with the Board.

QUALIFICATIONS & EXPERIENCE

Strong candidates will be passionate advocates for justice for children and will have a J.D. (preferred) or other relevant graduate degree. Outstanding candidates without a graduate degree will be considered. A minimum of seven years of relevant experience in juvenile or criminal justice policy or practice, law, civil rights, grassroots organizing, public policy, policy reform, or legislative advocacy is preferred. The ideal candidate will have:

- Excellent analytical and strategic thinking capabilities;
- Demonstrated leadership ability
- Excellent writing and speaking skills;
- Strong interpersonal and coalition-building skills;
- Demonstrated knowledge of and/or experience in juvenile justice;
- Significant experience and/or interest in fundraising
- Demonstrated management ability and supervision experience;
- Capacity to pay close attention to detail while working in a fast-paced environment and juggling multiple tasks; and
- Ability to work effectively independently, as part of a team, and in partnership with other organizations.

COMPENSATION & BENEFITS

Citizens for Juvenile Justice offers a robust compensation and benefit package including high quality health and dental insurance. CfJJ also offers short term disability, retirement and paid holiday, vacation and sick time.

ABOUT CITIZENS FOR JUVENILE JUSTICE

Founded in 1994, CfJJ is the leading voice in Massachusetts for systemic reform of the juvenile justice system. We believe that young people in the system and overall public safety are best served by a fair and effective system that recognizes the ways children and young people are different from adults and focuses primarily on their healthy development and rehabilitation. CfJJ is an independent, statewide organization whose work is grounded in research and data. We gather information, conduct policy analysis, prepare reports and fact sheets, and build diverse and powerful coalitions. We use a full range of communication strategies to educate the public and inform decision-makers, including person-to-person meetings, presentations, forums and conferences; traditional and social media; email and our website. We have been recognized for our advocacy work by the Massachusetts Non-Profit Network and were recently selected as a 2017 Social Innovator by the Social Innovation Forum.

-----EQUAL OPPORTUNITY EMPLOYER-----

Citizens for Juvenile Justice is an equal opportunity employer and does not discriminate on the basis of sex, race, color, religion, sexual orientation, national origin, cultural heritage, ancestry, political belief, age, marital status, pregnancy, physical or mental disability or veteran status.