

The Center for Justice and Human Dignity

The Center for Justice and Human Dignity is an education, advocacy, and training center, focused on advancing meaningful change in prison sentencing practices with the goal of reducing the number of people sent to prison and expanding the judicial use of alternative-to-incarceration sanctions. We hope to inspire a shift away from prison as the default response to nonviolent criminal behavior, and to encourage the more significant incorporation of alternatives across the country.

Our work focuses on sentencing reform initiatives that increase the use of alternatives to incarceration, and on improving the conditions of confinement for those who find themselves living or working behind bars. As an ally to system actors and practitioners, CJHD promotes innovative policy and actionable solutions to address some of the most troubling aspects of the criminal justice system, with the goal to create a more effective and rehabilitative response to criminal activity, while keeping in mind community safety interests. The center facilitates the exchange of information and real-world examples of effective alternative sentencing solutions and works to ensure that the voices of jurists who have successfully implemented alternative sentencing strategies are amplified so that others can learn from their example. One way we do this is through producing sentencing stakeholder summits, conferences, and other educational initiatives. Additionally, the center identifies and promotes innovative solutions, including the intensive incorporation of restorative justice approaches, and advocates for rehabilitative custody environments that center the value of human dignity and wellness, with the goal to strengthen and rebuild the communities, individuals and families impacted by criminal activity.

Executive Director

The Center for Justice and Human Dignity is seeking an Executive Director who will have overall programmatic, operational, development, and fundraising responsibility for the development of CJHD and its staff, programs, public engagement, and execution of its mission. The Executive Director will establish and operationalize programmatic goals and strategic initiatives in alignment with stakeholder interests (including the board and the organization's founder). Their role will include developing relationships with partners, establishing and implementing fundraising strategy, and leading public relations/media, programs, and operations. The Executive Director will be responsible for (in collaboration with the board and founding partner) the development and implementation of a self-sustaining, funding infrastructure to establish the organization's full financial independence from its incubator. This position is remote and open to applicants in any location within the United States.

Responsibilities

Executive Leadership:

- Set overall organization direction and develop strategies and tactics to ensure that the organization fulfills its mission.
- Communicate and monitor strategies, plans, and evaluations clearly to maintain consistent work focus, direction, and accountability.
- Develop a 5-year visionary road map for the funding, programmatic, and policy goals of CJHD.
- Anticipate and establish the resources and infrastructure needed to achieve the strategic goals.
- Provide support, leadership, and communication to the Board of Directors.
- Work with staff to present documents and reports (such as progress reports and financial statements) to enhance Board decision-making and fiscal oversight.
- Consult with Board officers between Board meetings about day-to-day strategy and management issues needing guidance and resolution.
- Establish board committees, including but not limited to: Governance, Prison Conditions, and the Judicial Institute.
- Actively engage and energize volunteers (when relevant), board members, partnering organizations, and funders.

Fundraising and Development:

- Cultivate, develop, and manage relationships with foundations and private donors.
- Prepare and present proposals to foundations and philanthropists in search of funding opportunities.
- Form programs that meet philanthropic interests and support organizational strategy/goals.
- Develop and implement a self-sustaining, funding infrastructure to guide the organization's full financial independence from its incubator.
- Engage in fundraising work with foundations and philanthropists.

Financial Management

- Establish an effective financial review process that supports the organization's oversight of and adherence to budget projections and fiscal responsibility.
- Report financial budget and review utilization rate periodically with the founder and the board.
- Adjust budget projections as needed in response to resources

Communications

- Lead (or hire to lead) all aspects of communications including web presence, external relations, public presentations, academic/sentencing conferences participation and publications, with the goal of developing expertise among the public, supporting fundraising efforts, increasing profile, and advancing the goals of the organization.
- Develop meaningful partnerships with other academics, advocates, practitioners, and policy makers in support of the organization's goals.

Programs

- Establish and develop organizational programs, educational opportunities, evidence-based advocacy, and research projects that focus on reducing or eliminating prison sentences (and expanding the use of alternatives to incarceration) for nonviolent, low-risk offenses through a focus on serving court actors including judges, prosecutors, probation and public defenders.
- Regularly evaluate progress and program components, measuring successes that can be effectively communicated to the board, funders, and other constituents.

Administrative and Human Resource Management

- Provide leadership and guidance to staff to accomplish strategic and targeted objectives, including the oversight of all human resource management and administrative functions.
- Define process to periodically review the salary and benefits packaged in conjunction with Board.
- Encourage team collaboration, culture and professional development

Qualifications

The ED will be thoroughly committed to The Center for Justice and Human Dignity's mission. We seek applicants with familiarity of the criminal justice and sentencing reform space. They should be knowledgeable about federal sentencing and court processes with demonstrated leadership excellence in developing organizational strategies, projects, and programs. Additionally, the candidate should have a passion for innovative solutions and for exceeding the status quo. All candidates should have staff development and stakeholder relationship management experience.

Specific requirements include:

- Advanced degree or equivalent leadership experience required.

- Senior program/project management experience and/or entrepreneurial leadership skills
- Experience leading and scaling program outcomes and organizational impact
- Excellence in organizational management with experience in coaching staff, managing, and developing high-performance teams
- Experience in setting and achieve strategic objectives, and fiscal management
- Passionate and persuasive communicator with strong written and verbal skills
- Impeccable integrity, positive attitude, mission-driven, and self-directed

Compensation: Commensurate with experience and location of residence.

Benefits: The Center for Justice and Human Dignity offers a competitive benefits package including a comprehensive healthcare package, leave provisions including up to 5 weeks paid leave, 14 paid holidays, and summer Fridays, generous retirement contributions, and access to wellness programs, continued education assistance, and a perks program.

EEO Statement

The Center for Justice and Human Dignity is an equal opportunity employer and encourages people with all backgrounds and lived experiences to apply regardless of race, religion, gender expression, sexual orientation, abilities, or veteran status.