

Job Announcement

Policy Director
California Criminal Justice Reform Campaign
A project of Tides Center

Background

The California Criminal Justice Reform Campaign is a new, multi-year criminal justice reform campaign to reduce California's costly overreliance on incarceration. The intent of this effort is to engage a broad cross section of the public to question the use of limited public dollars on costly incarceration instead of more effective approaches to public safety, and to create an initiative grounded in strategic partnerships to reduce the number of lower-risk people incarcerated in California prisons and jails and make smarter investments of public dollars.

In order to substantially reduce levels of incarceration and free public dollars for other public expenditures, the campaign will work to promote sentencing reform and advance other systemic policy reform at the state level and in target counties. The Campaign will also work to expand the use of alternatives to incarceration, including community corrections, community-based supervision, drug treatment, mental health treatment, community service, workforce development, and other evidence-based practices and to reduce the re-incarceration of formerly incarcerated individuals for probation and parole violations.

Housed as a project of Tides Center, the campaign is supported by several local and national donors seeking to support more justice and rational criminal justice policies. The campaign is expected to last at least 3 to 5 years. To our knowledge, this is the first time a sustained criminal justice reform effort of this size, scope and duration has been created in California.

Policy Director Position Summary

Reporting to the Campaign Director, the Policy Director will be part of a team of 4 to 5 key staff running the campaign.

The Policy Director will be responsible for engaging in extensive policy and data research and analysis, developing and shepherding a legislative agenda, and producing policy reports and briefings. The Policy Director will engage with criminal justice policy experts, Sacramento legislative offices' staff, allied organizations, and policy and data staff at key criminal justice agencies at the state and local level, among others. It is envisioned that the Policy Director will support overall campaign strategy development and work collaboratively with the campaign team on a daily basis.

Essential Position Responsibilities

1. Conduct detailed and ongoing research and analysis of criminal justice policies, data, law, and policy reform proposals, including local and state criminal justice data, local and state public safety budgets, local and state legislation, state ballot measures, and budgetary and administrative reforms moving forward at the state and local level.
2. Draft briefings and reports and/or coordinate with other policy experts and academics to produce reports on issues relevant for advancing the goals of the campaign, such as best practices in recidivism reduction, the cost of incarceration and alternatives, summaries of criminal justice data and/or budgets, and other related policy matters.
3. Develop state and local policy reform proposals that advance the goals of the campaign.
4. Help shepherd the campaign's legislative agenda in Sacramento, including securing bill authors, negotiating amendments, gathering endorsements and letters of support, representing the campaign at legislative hearings, and working closely with the campaign lobbyist.
5. Maintain effective relationships with the offices of state legislators, local criminal justice and elected leaders in key counties, state corrections agencies, the California Governor, and others.
6. Maintain a deep understanding of the policy landscape in Sacramento and key counties.
7. Other duties as needed to achieve the success of the campaign.

Required Qualifications

1. 5+ years of professional policy experience, preferably in a government position or a campaign or social justice advocacy setting.
2. Expertise in criminal justice policy in California.
3. Excellent written and verbal communications skills.

Desired Skills and Capabilities

1. A law degree or a Masters in Public Policy or equivalent educational background preferred.
2. Professional experience working inside California's criminal justice system preferred.
3. Existing relationships with legislators, legislative staffers and analysts, policy experts, and/or grassroots advocates preferred.

4. Goal-driven and results-oriented individual with a strong commitment to social justice.
5. Well-organized, a self-starter, flexible, creative, able to work under pressure, and be able to work quickly and cooperatively on several efforts at one time.

Compensation and Benefits

Compensation commensurate with experience. Full medical/dental benefits provided.

To Apply

Please send:

1. A cover letter indicating your match to the stated job requirements;
2. Your resume;
3. 3-5 professional references, and;
4. A writing sample demonstrating your policy aptitude, such as a policy briefing, a policy advocacy plan you have implemented, or a previous legislative proposal.

Position open until filled. Applications should be sent to cacrimjustreformcampaign@gmail.com with a reference to the job title, "Policy Director" in the subject line. Alternatively, applications can be mailed to:

Policy Director
CA Criminal Justice Reform Campaign
131 Steuart Street, #650
San Francisco, CA 94105

The Campaign to Reform California's Criminal Justice System, a project of Tides Center, is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, medical condition (cancer-related) or conditions Acquired Immune Deficiency Syndrome (AIDS) and AIDS-related conditions (ARC). Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.