



JOB ANNOUNCEMENT

Movement Building Director

Overview

Partnership for Safety and Justice (PSJ) seeks a skilled, strategic, and motivated relationship builder with a passion for social change and racial justice to be our new Movement Building Director. This is a senior level position that will join PSJ's Senior Leadership Team.

This new, full-time, exempt position is based in Oregon. It will involve regular statewide outreach to build organizational relationships and partnerships to further PSJ's mission to transform Oregon's response to crime.

PSJ and this position will particularly focus on reform that meets the needs of Black, Indigenous, Latinx, and other people of color who have been convicted of crime and who are survivors of crime, as well as organizations that represent their communities. We value expertise gained both through lived experience and work experience with the criminal justice and crime survivor systems.

This position will require occasional weekends, evenings, and in-state travel (post COVID). PSJ staff is currently working remotely while maintaining a physical office in Portland, Oregon.

About Partnership for Safety and Justice

PSJ believes that the public safety and criminal justice systems should uphold the values of accountability, equity, and healing; promote the safety of all communities; and help prevent harm. But Oregon's system is falling far short of that mandate with devastating consequences: tearing families apart, deepening racial disparities, perpetuating mass incarceration and over-criminalization, and draining critical public resources from programs that help crime survivors heal.

In the face of these challenges, PSJ is leading a growing movement to transform Oregon's response to crime through innovative solutions that ensure accountability, equity, and healing. Founded in 1999, PSJ was the first advocacy group in the country to bring together both crime survivors and people who have been convicted of crime to effect change.

PSJ is focused on three strategic goals over the long horizon: shrink the corrections system, build local solutions, and transform the expectations and deliverables of the justice system. We work with both likely and unlikely allies to achieve our goals, including racial and economic justice advocates, organized labor, business leaders, victim advocates, prosecutors, sheriffs, police chiefs, and legislators across the political spectrum.

PSJ's strategy includes working with Safety and Justice Oregon (SJO), an affiliated 501c4 organization that is supporting and empowering a growing group of legislators and district attorneys who are committed to advancing more effective solutions for Oregon's criminal justice system.

To learn more about us, visit safetyandjustice.org and sjoregon.org.

Who We Are Looking For

You believe that integrating the power and voice of crime survivors and people who have been convicted of crime is essential to transforming criminal justice policies and programs. You have an understanding of the complexity of these intersecting experiences and identities.

You have experience in and a deep commitment to working with Black, Indigenous, Latinx, and other communities of color to move a social justice agenda.

You are an effective relationship builder. You foster connections and bridges across issues, individual and community interests, organizational issues and strategies, personal identity, and Oregon's diverse geography.

You are a strategic thinker and have a strong commitment to holistic approaches to complex issues, competing strategies, and multiple organizations and communities.

Most of all, you are excited by the idea of working with a diverse range of partners and PSJ's deeply committed staff toward a new way of responding to crime that advances racial justice, truly addresses the needs of people harmed by crime, eliminates overcriminalization and mass incarceration, and meets the real needs of communities and people impacted by the criminal justice system.

Position Summary

The Movement Building Director will be the driving force behind identifying and leading strategies that anchor PSJ's policy work in the lived experiences of crime survivors and people who have been convicted of crime. This position will:

- Develop and implement a movement-building framework that advances PSJ's advocacy and policy change efforts.
- Ensure that PSJ's movement building and policy change priorities are aligned and advancing in ways that meet the needs of Black, Indigenous, Latinx, and

other communities who are most directly impacted by the criminal justice and crime survivor systems.

- Direct and support other PSJ staff in building skills to deepen strategic approaches to relationship building with allies and partners.
- Cultivate new and build on existing relationships with external partners, community leaders, and system stakeholders with an emphasis on building long term values-based relationships.
- Work with partner organizations and supporters to effectively engage those most impacted by the criminal justice system in our policy work.
- Develop a growing network of legislators and prosecutors who will support effective policy solutions.
- Participate as an active member of the Senior Leadership Team developing integrated strategies to achieve our mission and long-term goals, setting a justice-oriented organizational culture, and determining appropriate allocation of PSJ's resources and capacity.

Qualifications and Experience

We believe in personal and professional growth and transformation. These qualifications reflect the primary skills needed for this position, but it's not required that you have all of them right now. If you like to learn and grow and have most of these, please apply.

- ✓ Knowledge through work or lived experience, of the criminal justice system and its impact on crime survivors and people who have been convicted of crime.
- ✓ Commitment to centering the experiences and needs of Black, Indigenous, Latinx, and other people of color who are crime survivors and/or have criminal histories to advance justice reform that promotes healing for all people impacted by crime and their communities.
- ✓ Outstanding interpersonal skills with a demonstrated ability to work closely and effectively with people from different racial, cultural, and class backgrounds and across generations. Comfortable moving from working with legislators to law enforcement to people who have been convicted of crime to people who have been harmed by crime; often within the same day and same room.
- ✓ Experience identifying and engaging a network of stakeholders to inform and participate in policy or social change campaigns.

- ✓ Strong written and verbal communication skills, including experience with public speaking, training, and meeting facilitation. Comfortable in front-facing situations both internally and externally.
- ✓ Collaborative nature with a high capacity for working effectively in a team setting, as well as the ability to self-motivate and self-direct.
- ✓ Training in or informal understanding of trauma-informed or healing centered approaches to policy reform.
- ✓ Strong project management skills and commitment to follow through. Demonstrated ability to coordinate multiple projects simultaneously and effectively prioritize tasks.

Compensation

\$70,000 - \$80,000, depending on experience. Excellent benefits package with full employee medical and dental insurance, flexible spending account (health care and dependent care), 4% of salary employer contribution to retirement investment account, and generous vacation, holiday, and sick leave.

How to Apply

Submit a current resume and cover letter (limit to 2 pages each) explaining your relevant experience and interest in this position. Interviewees will be asked for a work sample and references.

Position will remain open until filled. For best consideration, email your application by 9:00 am on Monday, November 23, 2020 to mbd@safetyandjustice.org.

Questions about the position or application process? Contact Aron at info@safetyandjustice.org or [971-230-1582](tel:971-230-1582).

PSJ is an equal opportunity employer committed to an inclusive, equitable, and multicultural work environment. We are stronger and more effective because of the different pathways that have led our team members to who they are today. Black, Indigenous, Latinx, and other people of color; people who are gender non-binary; people with disabilities; LGBTQ candidates; survivors of crime; and people who have been convicted of crime are encouraged to apply.