



CENTINELA YOUTH SERVICES (CYS), INC.

A Private Nonprofit Corporation

An equal opportunity employer

Program Specialist- Justice Transformation

JOB ANNOUNCEMENT

The mission of Centinela Youth Services, Inc. (CYS) is to strengthen families and communities and help build successful students and productive adults, leveraging the principles of restorative justice to empower peaceful conflict resolution. We are committed to ending the institutionalized practices in schools and justice systems that are primarily responsible for maintaining the school-to-prison pipeline, and disproportionately impact youth of color. CYS operates a variety of innovative programs that are proven to increase student performance; reduce school dropout rates, gang involvement, youth violence and crime and ultimately help preserve families. CYS is leading innovation that is transforming youth justice in LA and the state, with a commitment to both youth development and serving victims of youth crime, while impacting systemic change to end the school to prison pipeline. CYS is also providing leadership to critical juvenile justice reform in LA County, and as a result is growing rapidly. CYS is seeking an energetic, creative and dynamic leader to manage outreach and relations with justice system partners.

Compensation

This is a nonexempt full-time position, including benefits. Salary is commensurate with experience. All full-time employees are invited to participate in the company's health benefits package after completing the 60-90-day employment introductory period. Our benefits program includes select health plans and dental plans at 100% cost reimbursement (for employee only), vision insurance, time off accruals and holiday pay.

Work location

This position will split time between remote work and our Inglewood office. This position involves a lot of meetings in the field at various locations across Los Angeles County.

General Functions and Responsibilities

Under the supervision of the CYS, Inc. Executive Director and/or assigned Supervisor, the Justice Transformation Specialist coordinates the agency's grant programs and advocacy projects to transform the juvenile justice system. Representing the organization in outreach to law enforcement, justice system partners and community, the Specialist leads collaborative meetings, manages grant projects and advocates for local policy change.

Duties/Responsibilities:

The duties of the Justice Transformation Specialist include, but are not limited to, the following:

- Serve as CYS liaison to justice system agencies (police, school police, prosecutors, public defenders). Development and cultivation of these relationships is critical to the success of this position. Partner with CYS's Schools and Community Specialist to coordinate reform across schools and justice systems in target communities.

- Coordinate and co-chair bimonthly meetings of CYS's Juvenile Arrest Diversion Collaborative, bringing together partner agencies and stakeholders across the justice system and impacted communities to influence change in policy and practice among partner agencies.
- Coordinate "on-boarding" of new law enforcement or justice agency referring partners by ensuring their staff participation in orientations and other forms of outreach.
- Serve as lead program manager for grant projects related to justice transformation
- Serve as an advocate to inspire and instigate systemic and policy change within the justice agencies with whom CYS works.
- Facilitate referrals from justice system partners with an equity lens to ensure all youth are provided fair opportunities for diversion. Responsible for tracking and maintaining target referral pace levels across many regions and partners.
- Distribute pre and post surveys to law enforcement and justice personnel to measure changes in practices and beliefs.
- Document and collect data related to agency and funding partner objectives and work with evaluators as required to ensure clean data is used for analysis and reporting.
- Complete timely and accurate project, progress and activity reports.
- Represent CYS mission, values and policy objectives at various community meetings.
- Coordinate special projects as needed. Other duties may be assigned as needed.

Required Skills/Abilities:

- Experience with grant and project management, ensuring measurable outcomes are met.
- Ability to connect well with diverse populations with varied perspectives. Must be able to present to law enforcement, judicial system personnel and varied community stakeholders. Experienced in effective facilitation techniques to build buy-in and engagement.
- Experience leading multi-agency collaboratives, developing MOUs and clearly defining partner roles and expectations for effective outcomes.
- Requires strong friendly advocacy and diplomacy skills and ability to understand different perspectives and find common ground.
- Strong understanding of justice system structure and how to navigate bureaucratic entities.
- Ability to work independently and as a team.
- Training and experience with restorative practices is preferred

Education and Experience:

Graduation from an accredited college or university with a Bachelor's or Master's Degree in Social Work, Human Services, or a related field and at least five years of experience in program development and/or community outreach or equivalent combination of education, training, and experience. Candidate must also be able to work well under stress and meet deadlines and **must pass background clearance and TB test and provide proof of COVID -19 vaccination.**

Working Conditions/Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift 15 pounds at times.

- Must be able to access and navigate each department at the organization's facilities.
- Must possess a valid California driver's license, have use of a motor vehicle and be able to provide evidence of automobile liability insurance.

How to Apply

Send a cover letter and résumé to recruit@cys-la.org for consideration. Recruitment for this position will end upon receipt of a sufficient number of resumes. Only those applicants with the most relevant qualifications and knowledge will be invited to participate in the oral interview. **No phone calls please.**

CYS, Inc. is an equal opportunity employer. Applicants are considered for all positions without regard to race, color, sex, gender identity, national origin, age, mental or physical disability, medical condition, marital status, sexual orientation, pregnancy, ancestry, religion, military or veteran status, or any other status protected by law.

CYS, Inc. provides reasonable accommodations consistent with its legal obligations. Therefore, applicants who may need reasonable accommodation or other assistance in relation to a disability or religion, at any point within the application process or thereafter if hired, should immediately inform CYS, Inc. by sending an email to recruit@cys-la.org. To learn more about CYS, Inc. or the services provided, you may visit the website at www.cys-la.org.