

**The Correctional Association of New York
Juvenile Justice Project Position Available:
Associate Director with a focus on LGBTQ Youth Issues**

The Juvenile Justice Project seeks an intelligent, dynamic and thoughtful individual to focus on issues facing LGBTQ youth, particularly those with court involvement, and to assist the Project Director with other juvenile justice reform work.

The Correctional Association

The Correctional Association of New York (the “Association”) is an independent, non-profit organization founded by concerned citizens in 1844 and granted unique authority by the New York State Legislature to inspect prisons and to report its findings and recommendations to the legislature, the public and the press. Through monitoring, research, public education, leadership development and policy advocacy, the Association strives to make the administration of justice in New York State more fair, efficient and humane. The Association is one of only two independent organizations in the United States with legislative authority to visit prisons and report on conditions of confinement.

The Association envisions a criminal justice system that holds a person accountable for a crime yet does not condemn an entire life based on a person's worst act, a system that recognizes the power of individuals to transform their lives and that encourages such change, and a system that expresses the value of social and racial equality on all levels.

The Project

The Juvenile Justice Project works through legislative advocacy, coalition-building, and public education to reduce the use of incarceration as a response to social problems facing youth in New York City and State; to re-invest resources in communities most impacted by juvenile justice policies; and to include young people and neighborhood constituents affected by juvenile justice policies in decision making.

Responsibilities

The Associate Director will be responsible for carrying out and assisting the Project Director with:

- Assessing and responding to the needs of LGBTQ youth, particularly those with court involvement
- Drafting data requests, analyzing data and maintaining a database
- Engaging in advocacy with state officials, legislators and policy-makers
- Speaking with a diverse group of court-involved youth including individually and in focus groups
- Working with the LGBTQ community and other communities disproportionately impacted by juvenile justice policies
- Writing detailed reports including both data and policy analysis

Qualifications

The Associate Director should be intelligent, dynamic, thoughtful and committed to juvenile justice reform and LGBTQ rights. The successful candidate must be able to develop strategies for achieving project goals and conduct the follow-up necessary to implement those strategies. She or he should be well-organized. The successful candidate should be able to communicate and work effectively with different kinds of people including young people with juvenile justice involvement, legislators, coalition members and members of the communities most impacted by juvenile justice policies. The Associate Director must possess sound judgment, respect confidentiality and must be able to work with young people in a sensitive and thoughtful manner. The Associate Director will be based in New York City. The work will include upstate travel. The abilities to self-reflect, learn and adapt from experience, laugh and think critically are valued. Experience working with at-risk youth and on LGBTQ and juvenile justice issues are preferred.

Compensation

Compensation includes a starting salary commensurate with experience plus excellent benefits. The Correctional Association offers a collegial organizational culture where collaborative-decision making is valued. Persons interested in applying for this position should send a cover letter, résumé and writing sample to:

Gabrielle Prisco, Director of the Juvenile Justice Project

The Correctional Association of New York

jjjob@correctionalassociation.org

Tel. 212-254-5700; ext. 315 Fax 212-473-2807

2090 Adam Clayton Powell, Jr. Blvd, Suite 200

New York, New York 10027

www.correctionalassociation.org

Consistent with its goals and mission, the Correctional Association of New York affirms its moral and legal commitment to diversity and equality of participation among board and staff for all persons without regard to race, color, ethnicity, religion, creed, age, national origin, disability, marital status, military or veteran status, socio-economic status, prior arrest or conviction history, gender, gender identity, gender expression, or sexual orientation. The Correctional Association of New York is committed to actively working to ensure that marginalized and protected groups are afforded equal employment opportunity and opportunities for advancement without bias. People of color, LGBTQ individuals and individuals with a history of foster care, juvenile justice and/or criminal justice involvement are strongly encouraged to apply.