



Position Title:

Division Director, Center for Advancing Justice

Position Summary:

All Rise seeks a division director to lead its newest division, the [Center for Advancing Justice](#) (CAJ). CAJ serves as an incubator for innovation at every stage of the justice system, from initial contact with law enforcement to community reentry following incarceration. We help jurisdictions build new programs that leverage evidence-based practices to meet the needs of people impacted by substance use and mental health disorders. Current projects include rapid response overdose prevention programs, universal screening programs that quickly link justice-involved individuals with treatment and diversion opportunities, and training to help state court judges utilize best practices when responding to addiction and mental illness. Internationally, we help implement legal and health system improvements that address these underlying causes of crime, reduce reoffending, and strengthen communities. In addition, CAJ works together with All Rise's other three divisions—the Treatment Court Institute, Impaired Driving Solutions, and Justice for Vets—to strengthen treatment courts.

Reporting to the chief development officer, the division director will be responsible for leading the Center for Advancing Justice during a time of rapid growth. The division director will work with the chief development officer to refine CAJ's strategic vision, funding strategy, and programmatic priorities for the coming years. The division director will supervise and manage CAJ staff and consultants, oversee the day-to-day implementation of a diverse slate of projects, serve as the primary point of contact with funders and key partner agencies, and coordinate with All Rise's other division directors to promote a unified organizational mission—to champion research-based strategies that promote healing, accountability, public safety, and an equitable justice system for all those impacted by substance use or mental health disorders.

Job Duties:

- Work with the chief development officer to chart the strategic vision of the Center for Advancing Justice
- Supervise and manage the day-to-day activities of all CAJ staff (remotely), providing coaching and professional development to support staff growth
- Supervise and manage CAJ's contracted consultants and faculty, who are highly experienced justice system professionals (former judges, prosecutors, defense attorneys, probation leaders, treatment experts, etc.)
- Build and maintain relationships with funders (public and private), partner organizations, state and local justice system agencies, subject matter experts, researchers, and others.

- Develop and write grant proposals to support and expand CAJ's work
- Provide in-person training and technical assistance to courts and their partner agencies across the country and internationally
- Deliver remote training and technical assistance via webinars, video conferencing, telephone, email, and more
- Deliver presentations at conferences and training events on a broad range of topics related to justice system reform and improvement
- Oversee the development of training curricula and technical assistance resources
- Facilitate roundtable discussions, working groups, meetings, and other events with diverse justice system practitioners
- Travel extensively throughout the United States and internationally to support project goals and objectives
- Manage project budgets in collaboration with the chief development officer and chief finance officer
- Ensure the timely and accurate completion of all internal and external reports accounting for the division's activities and documenting the quality and impact its work
- Other duties as assigned

Qualifications:

- Juris doctor degree or other advanced degree preferred; bachelor's degree required
- At least ten (10) years of experience working within the justice system or in a position with close justice system contact
- At least five (5) years of experience supervising and managing highly qualified staff, including attorneys, clinicians, and other professionals
- Experience and aptitude for building relationships with government officials, funders, and other key partners
- Extensive knowledge of criminal/civil justice systems, substance use disorders, and mental health disorders
- Extensive experience in the development and execution of training and technical assistance services
- Strong and demonstrated project management skills
- Excellent communication skills
- Superior writing ability and the ability to produce top-quality publications and other written products
- Excellent presentation skills and ability to develop new presentations
- Ability to balance multiple projects and responsibilities effectively
- Willingness to travel extensively (twice per month on average) both domestically and internationally
- Self-motivation and desire to perform at a high level in all aspects of the job

Job Type: Full-time, remote

Salary: The starting salary for this position is expected to be approximately \$135,000, commensurate with experience.

Please send: Resume and cover letter to aarnold@allrise.org on or before December 23, 2024.

Current Operating Status

Employees of All Rise are currently teleworking full-time. Applicants must have the capability to perform all necessary work functions remotely except in limited circumstances when performing essential work functions requiring an onsite presence. At its discretion, All Rise may lift or revise the telework status at any time.

Drug & Alcohol Policy

As a federal grantee, All Rise has a duty to comply with the requirements of the Drug-Free Workplace Act of 1988. Employees are prohibited from manufacturing, using, possessing, selling, purchasing, transferring, or being under the influence of alcoholic beverages, illegal drugs, controlled substances, or other intoxicants at any time on any All Rise worksite, while operating any All Rise vehicles, or conducting any All Rise-related activities. Employees must pass a pre-employment drug test as a condition of hire, and must notify All Rise of any alcohol other drug related arrest within five days. All Rise reserves the right to implement discretionary drug testing procedures for employees, either randomly or upon reasonable suspicion.

Why All Rise

All Rise is a 501(c)3 organization seeking to improve the response of the American justice system to people with substance use and mental health disorders through treatment courts and other evidence-based programs. Through its members, training, and advocacy, All Rise helps shape America's conversation around justice system reform to one that includes all levels of justice involvement. Since 1994, All Rise and its divisions—Treatment Court Institute, Impaired Driving Solutions, Justice for Vets, and Center for Advancing Justice—have trained hundreds of thousands of professionals whose roles span every intercept point in the American justice system. All Rise's generous and robust employee benefits package offers comprehensive health coverage for employees, 401k employer contribution, paid vacation time, flexible schedules, and others.