<table>
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<tr>
<th>Job Title</th>
<th>Director of Dallas Programs</th>
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<tbody>
<tr>
<td>Employer/ Agency</td>
<td>Lone Star Justice Alliance</td>
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**Job Description**

LSJA is a nonprofit legal organization that seeks to reduce the incarceration of and improve outcomes for children and emerging adults in the Texas justice system. We advocate for more hopeful solutions to the violence, powerlessness, and despair that plague many marginalized communities.

The Director of Dallas Programs will provide oversee all aspects of the direct service component of LSJA’s Transformative Justice work with emerging adult participants in the Second Chance Community Improvement Program (SCCIP). The Director will be responsible for overseeing daily operations of SCCIP and providing supervision and management support to case managers, peer supports, interns and volunteers. The Director will also engage in crisis intervention with participants, represent LSJA in regular appearances in court to provide updates on participants’ progress, be a creative thought partner to the direct service staff, contribute to grant proposals and reports, and represent LSJA publicly. The Director will also be responsible for the ongoing development of LSJA’s intervention model in support of developmentally appropriate services for justice-involved emerging adults to include staying abreast of research and evidence-based strategies and implementing those that are appropriate and contribute to participant and organizational success. Working with all members of LSJA’s Transformative Justice team, the Director of Dallas Programs will collaborate to ensure adherence to the organizational values of authentic emerging adult engagement, building community, promoting racial equity, diversity, and inclusion, and employing strengths-based practices.

- Leading a multi-disciplinary team, which accomplishes participants’ care by ensuring the assessment of treatment needs and the implementation of treatment strategies.
- Ensures that all service providers maintain program integrity in the implementation of the individualized treatment plans, interactions with program participants, and interactions among providers.
- Creates appropriate and effective systems for initiating cases, maintaining documents, and corresponding with clients.
- Serves as the primary point of contact for the evaluation team and the team implementing the Risk-Needs-Responsivity tool.
- Manages the daily operations of the office and programs.
- Manages the monthly expenditures and revenues related to program management.
- Responsible for identifying grants and other potential funding opportunities.
- Supervises assigned staff.
- Conducts weekly/bi-weekly supervision with staff, interns and volunteers.
- Engages in ongoing support with community members and identifies additional partners for sustainable expansion of the program.
- Ensures program participants have exposure to new opportunities.
- Facilitates team building experiences for office staff.
- Improves self and staff competence by participating in and providing professional development, educational resources, balancing work requirements with learning opportunities, and evaluating the application of learning to changes in treatment results in consort with the Transformative Justice’s theory of change.
In partnership with the LSJA executive team and consultants, uses research and evidence based strategies to employ effective cognitive intervention, Positive Behavioral Interventions and Supports (PBIS), and treatment strategies to improve and integrate all of the data, systems, and practices affecting participant outcomes.

Prepares reports as directed by collecting, analyzing, and summarizing participant treatment and results data and trends, reporting and analyzing organizational metrics, compiling statistics, completing grant and subsidy applications and reports, and ensuring all data is reported in the organization’s approved data system(s) accurately and in a timely manner.

Updates job knowledge by participating in educational opportunities, reading professional publications, maintaining personal networks, and participating in professional organizations.

Enhances program and organization reputation by accepting ownership for accomplishing new and different request and exploring opportunities to add value to job accomplishments.

Attend all mandatory staff meetings.

Performs any other duties as assigned.

Lonestarjusticealliance.org

**Qualifications**

**Minimum Education:** Bachelor’s Degree

**Experience:** Three to five years of experience in supervision, case management and working directly within the area of criminal justice, substance abuse and mental illness, housing and employment.

**Licensure/Certification:** LCSW, JD, or LCDC preferred.

**Additional Requirements:**
- Must be proficient in MS Word, Excel, Teams and Outlook. Must have basic computer skills. Ability to work occasional flexible hours as requested. Must have a valid driver’s license and reliable transportation.
- Extensive experience working with system-involved youth and/or adults strongly preferred.
- Extensive experience working with victims of crime/survivors of trauma strongly preferred.
- Experience in program development and implementation.

**Communication:**
- Desire to communicate with justice-involved emerging adults ages 17-24 from diverse communities and the ability to communicate with the broader community on behalf of those emerging adults.
- Proactive communicator with strong problem-solving skills.
- Ability to develop creative solutions, speak up regularly with new ideas, thoughts, concerns, and incorporate feedback and direction;
- Ability to successfully navigate challenging conversations and build consensus on diverse perspectives.
- Ability to utilize professional and courteous written, verbal, and non-verbal communication skills.
- Ability to lead multi-disciplinary group sessions.
- Ability to communicate professionally and factually in court settings.
- Ability to speak to diverse audiences on behalf of the organization.
- Desire to educate the broader community regarding unique issues that face justice involved emerging adults as they transition from the criminal justice system, homelessness, addiction, etc. into mainstream society.
**Commitment to Service:**
- Ability to build authentic relationships with racially, socioeconomically, and gender diverse communities of emerging adults and stakeholders.
- An understanding of the concepts of institutional and structural racism and bias and a genuine commitment to equity and inclusion.
- Ability to effectively work with and lead people from diverse backgrounds, including age, race, ethnicity, gender identity, and lived experiences.
- Willingness to seek out research and evidence-based and innovative interventions to ensure participant and organizational success.
- Extensive experience working with system-involved youth and/or adults, and/or with victims of crime/survivors of trauma strongly preferred.
- Enthusiasm for working at a new organization.
- Passion for social justice, criminal justice, and community-oriented work required.

**Professionalism:**
- Possesses strong organizational skills and the ability to develop and implement projects and coordinate events in conjunction with executive leadership, staff members, volunteers, and consultants in order to achieve long and short-term goals of the organization.
- Ability to engage in collaborative problem-solving, building consensus and essentially mediating conflict which may involve multiple parties and complex issues.
- Ability to develop creative solutions, speak up regularly with new ideas, thoughts, concerns, and incorporate feedback and direction.
- Ability to exercise excellent professional judgment and to maintain confidentiality of information.
- Demonstrates high emotional intelligence and empathy.
- Ability to work with research teams.
- Ability to represent the vision and voice of LSJA and the Transformative Justice program in court settings and to the wider community.

**Skills:**
- Ability to apply research and evidence-based practices.
- Ability to work collaboratively.
- Ability to take initiative.
- Ability to accurately prepare documentation and reports.
- Ability to creatively and effectively problem-solve.
- Ability to efficiently and appropriately manage time in order to produce high quality work on tight deadlines.
- Excellent teaching and mentoring skills.
- Willingness to work on controversial issues or projects required.
- Ability to hit the ground working, multi-tasking, and working independently.
- Ability to work as a team player.
- Ability to demonstrate tact, resourcefulness, patience and dedication.
- Ability to accept direction and adhere to policies and procedures.
- Ability to work in a fast-paced environment.
- Ability to react calmly and effectively in emergency situations.

**Salary/Hours**
- Full-time, salaried, 40 hrs/week; some nights and weekends required.
- Generous compensation and employer-paid health, dental, and vision benefits are negotiable based upon experience. LSJA anticipates having a robust retirement plan in place by June 2020.

**Employer/Agency**
- Lone Star Justice Alliance
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<th><strong>Address</strong></th>
<th>1411 West Avenue, Suite 200</th>
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<tr>
<td><strong>City, State, Zip</strong></td>
<td>Austin, TX 78701</td>
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<tr>
<td><strong>Contact Person</strong></td>
<td>Stephanie Trevino</td>
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<tr>
<td><strong>Telephone Number</strong></td>
<td>(512) 394-5791</td>
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<tr>
<td><strong>Fax Number</strong></td>
<td>(512) 474-5594</td>
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<tr>
<td><strong>Email Address</strong></td>
<td><a href="mailto:strevino@lsja.org">strevino@lsja.org</a></td>
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<td><strong>Application Method</strong></td>
<td>To apply please send a letter of interest and a resume to Stephanie Trevino, <a href="mailto:strevino@lsja.org">strevino@lsja.org</a>. In the subject line, type your last name in all caps — on adjective to describe you – Director. (Ex. HENNEKE-gregarious-Director) In your cover letter, answer the following questions: (1) Why do you want to work with emerging adults? You should be detailed in your response, but don’t go over two paragraphs. (2) Why do you think you would be a good fit for this nonprofit. (3) Finally, what is your favorite children’s book and why? Applications will be considered on a rolling basis but must be received no later than March 1, 2020. LSJA has a strong commitment to diversity and especially encourages people historically underrepresented in the practice of law to apply.</td>
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<tr>
<td><strong>Opening Date</strong></td>
<td>Immediate, applications must be in by March, 1 2020.</td>
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To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at mswjobs@central.uh.edu with the hiring details of your new job opportunity. Thank you.