



RESOURCE DEVELOPMENT ASSOCIATES
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POSITION TITLE: Practice Director, Justice

HOURS : Full Time, Exempt

LOCATION: Oakland, CA; currently 100% remote

SALARY: \$115,000–165,000 commensurate with experience

Position Overview

The Practice Director, Justice, is a senior management position at RDA and a member of the RDA Executive Team. As a Practice Director, you will lead the vision for and sustain a services portfolio that fosters partnerships to create a more equitable justice system. You will develop and retain a cohesive team, coordinate the execution and financial management of all projects within your Practice portfolio, and ensure client satisfaction. You will generate new revenue and increase existing revenue streams within the Justice services domain. You will maintain external focus to develop and deepen your network of prospective clients and partners, including specialists and universities, to promote RDA's capacity to strengthen public systems. You will track opportunities, forecast a pipeline of projects, and develop winning strategies and teams. As a member of the RDA Executive Team, you are an influential leader who is responsible for the development of staff and creating and maintaining an inclusive environment where diverse staff can thrive.

Organizational and Practice Overview

For more than 35 years, RDA has provided consultation to city, county, and state agencies, non-profit organizations, corporations, and philanthropy, through the provision of planning, evaluation, resource and organizational development, data analysis, facilitation, and training and technical support services. RDA works at the intersection of policy areas, aiming our efforts to reduce persistent social, health, and economic problems. Our cross-practice work is organized into three broad practices: Community Health, Human Services, and Justice. The Justice Practice collaborates with clients and their stakeholders on system improvement and transformation efforts in probation, parole, policing, and the courts. Currently, the Justice Practice focuses on a variety of justice-related topics including reentry, pretrial services, collaborative courts, diversion programs, and the intersection of behavioral health, human services, and justice systems.

Practice Director Responsibilities Include but are Not Limited to:

Leadership

- Carry a vision for system improvement and transformation in your Practice area
- Actively participate as a member of the Executive Team and proactively identify issues appropriate for Executive Team consideration or discussion
- Demonstrate an understanding of the organization as a whole; identify and advocate for initiatives and processes that will facilitate the organization achieving its strategic priorities
- Direct collaborative efforts to deepen cross-system understanding and innovation with other Practices and Business Development
- Actively contribute to the development of a diverse, equitable, and inclusive culture wherein all staff feel valued and safe exercising curiosity and delivering and receiving feedback

Practice Management & Delivery

- Design and implement strategy, goals, and metrics for the Justice Practice team and drive the team's success
- Manage and develop Justice Practice Team staff, including mentoring, coaching, performance management, and talent review
- Lead the Justice Practice Team in developing the services portfolio, defining and maintaining delivery standards, and report on the performance of the Practice portfolio
- Identify and develop key skills, capabilities, and partnerships required to support a best-practice and innovation-driven consulting practice
- Define candidate profiles as needed to support the Justice Practice and work closely with Talent Acquisition to make appropriate hires
- Maintain client relations and conduct periodic client feedback meetings and project reviews
- Manage and allocate budget and resources aligned with Justice Practice objectives



Business Development & Marketing

- Generate business for RDA by successfully engaging new and existing clients and developing responsive proposals to competitive project opportunities
- Work closely with the Business Development team to design strategic marketing efforts, including dissemination of RDA work products
- Act as a thought-leader on justice system issues, related local, state, and federal policy, and the political landscape, including presenting at and attending conferences and professional network events; and producing blog and other marketing content

Minimum Qualifications

- Demonstrated ability to be an effective, efficient, and positive team leader
- Cultural humility in leading a diverse staff and engaging with clients and their stakeholders
- Passion for improving public systems
- Fluency leading teams conducting mixed-methods community research, evaluation, strategic planning
- Experience facilitating large and highly-political public meetings with diverse stakeholder groups
- Industry Experience: 7+ years of experience in justice systems
- Leadership Experience: 4+ years people management experience, 2+ years managing a portfolio of concurrent engagements on budget
- Travel as Required upon return to in-person operations
- Preferred Qualifications: Experience in developing, delivering, and managing consulting services; graduate degree in criminal/juvenile justice or related fields of social science or commensurate experience

Knowledge, Skills, and Abilities

- High fluency with Microsoft Office programs, including Word, Excel, and PowerPoint
- Excellent organizational skills, work habits, verbal, and written communication skills
- High level of integrity
- Fluency working with culturally- and ethnically-diverse communities
- Ability to learn new software applications as needed
- Ability to lead client leadership and their stakeholders through complex decision-making processes
- Ability to carry out responsibilities with a growth mindset, incorporating feedback and lessons learned for continuous improvement

Celebrating Diversity and Inclusion

RDA is an equal opportunity employer and is committed to equitable and inclusionary hiring practices. We strongly encourage applicants to apply from all cultural backgrounds, religions, sexual orientations, genders, and ages.

To Apply

Apply via [LinkedIn](#) or send a resume to careers@resourcedevelopment.net with the subject line "Practice Director". This job will remain open until filled. No phone calls please. RDA appreciates each application it receives, but due to the volume of responses for positions at RDA, only candidates who best fit the needs of the organization will be contacted.