



RESOURCE DEVELOPMENT ASSOCIATES
2333 HARRISON STREET | OAKLAND, CA 94612
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www.resourcedevelopment.net

POSITION TITLE:	Director of Justice Practice
HOURS:	Full Time
LOCATION:	Oakland, CA
SUPERVISOR:	Managing Director
SALARY:	Commensurate with Experience

The Opportunity

Resource Development Associates (RDA) is looking for a leader with strong people and project management skills and a demonstrated commitment, energy, and passion to improving and transforming systems and services for individuals involved in the adult and/or juvenile justice systems. We value experience with non-profit and public sector organizations, particularly justice-system agencies such as probation departments, law enforcement agencies, and/or courts, as well as other local health and human service organizations.

RDA is an established and growing mission-driven consulting firm founded in 1984 on the belief that public and nonprofit systems have the potential to improve the lives of people dependent on those systems by improving their practices and addressing social and economic justice. RDA is looking for someone with a passion for building a more just and effective justice system and the expertise and experience necessary to lead our justice initiatives.

Responsibilities

Practice Management

- Ensure the overall success of all engagements within the practice - revenue, margin, resources and utilization, in addition to developing and scoping new engagements;
- Grow, manage, and engage a practice team focused on RDA's mission - mentor and supervise staff, develop individual growth plans, and prepare performance reviews;
- Provide project sponsorship to ensure high quality, on budget and on time project delivery;
- Maintain client relations and conduct periodic client health-checks and project reviews;
- Maintain understanding of local, State, and Federal policy changes and the political landscape;
- Develop, disseminate, and refine implementation best practices and methodologies to enable and continually enhance client success;
- Be able and willing to undertake all aspects of project work.

Business Development

- Generate new business for RDA by a) selecting RFPs to pursue, contributing to and editing proposals and b) successfully engaging existing clients and activating opportunities;
- Work closely with the Business Development team to design strategic marketing efforts, including dissemination of RDA work products;
- Present and attend conferences and professional network events;
- Develop client and community relationships and partnerships with other firms and individual consultants.

Leadership

- Serve as a member of the Leadership Team and provide input regarding strategic and mission critical issues.
- Participate and contribute to internal strategic planning processes in collaboration with other members of the leadership team;
- Partner with other directors to ensure consistency, collaboration, and organizational health.
- Contribute to organizational development activities and promote compliance of internal policies and procedures.



Minimum Qualifications

- Master’s degree or Ph.D. in social science or public policy related to justice and justice systems or commensurate experience 10-20 years of experience in governmental or non-profit organizations, including 5+ years management experience.
- Subject matter expertise in the criminal justice field such as probation systems, reentry, youth development, trauma-informed services, etc.
- Experience managing a portfolio of concurrent engagements on budget.
- Experience facilitating large and highly political public meetings with diverse stakeholder groups.
- Experience working with culturally and ethnically diverse communities.
- Ability to understand quantitative and/or qualitative data
- Strong technical writing and verbal communication skills

Employee Benefits

- Generous vacation and sick leave
- RDA sponsored life and AD&D insurance
- 401k, with RDA discretionary match after 2 years
- 100% RDA sponsored health / dental / vision insurance
- RDA sponsored long & short-term disability Insurance
- Pre-tax flexible spending accounts for medical, dependent care, and transit and parking expenses

To Apply

If you feel that you would be a good fit for this position, please send cover letter, resume, three references, writing sample, and relevant work product to admin@resourcedevelopment.net with the subject line “Director of Justice Practice”. No phone calls please. We appreciate each application we receive, but due to the volume of responses, we will only contact candidates who best fit the needs of the organization.

As an equal opportunity employer, RDA is committed to equity and inclusion. Candidates from all backgrounds and experiences are encouraged to apply.