

Job Description

Position Title: Community Restorative Justice Specialist-2

Basic Function: This position is part of a new team that will be spearheading Alternatives Community-based RJ initiatives. This RJ Specialist implements consultation, training, and coaching projects to develop the mindsets, practices, systems, and structures that our partner homeless youth service providers need to effectively implement Restorative Practices within their residential and drop-in programs. In the first year, this specialist will focus on providing introductory Restorative Justice training for staff and young people of our partner organizations as well as providing RJ training and coaching for schools as needed. The Community Restorative Justice Specialist will regularly document and share progress towards meeting each project's objectives and reports to the Community RJ Coordinator.

- Build restorative mindsets and capacity for staff, youth, and community stakeholders, to implement the following Restorative Practices within their school or community organization:
 - Restorative conversations
 - Talking circles
 - Peace circles
 - Peer conference
 - Restorative return process
- Facilitate various forms of professional development:
 - Thought-partnering, collaborative reflection, and planning
 - Modeling, co-facilitating, and observing Restorative Practices implementation
 - Small-group and whole-staff training and workshops
 - Consultation to directors and leadership teams on the development and implementation of systems and structures for Restorative Practices
- Support the integration of Restorative Practices with other SEL strategies, including but not limited to:
 - SEL skills instruction
 - De-escalation
 - Trauma-informed practices
 - Community building
 - Return after suspension/arrest
 - School-wide systems and structures
- Familiarize staff with content and tools in Alternatives' RP Toolkit
- Proactively address questions and concerns staff, students, and community stakeholders have about Restorative Practices and implement strategies to gain stakeholder buy-in
 - Conduct school-wide discipline diagnostic assessment and create reports and recommendations
 - Create and track project plans
 - Participate in orientation and monthly Restorative Practices Professional Learning Community

Position Requirements/Qualifications:

- Deep understanding of Restorative Practices and restorative discipline models, and experience in using and coaching others to use restorative mindsets, restorative language, talking circles, restorative conversations, and peace circles.
- At least 3 years experience as a restorative justice practitioner and trainer
- Experience working in social service context (a background in schools or community organizing also considered)
- Knowledge of adult learning principles and youth leadership development principles
- Excellent group facilitation and training skills (with youth and adults)
- Ability to assess existing institutional structures and policies with a restorative lens and coach leadership teams in areas needing improvement
- Ability to develop respectful professional relationships, build trust in a limited time, and engage and inform leaders, staff and young people around Restorative Practices
- Ability to handle multiple projects and responsibilities and work in multiple agency buildings
- Ability to efficiently and strategically build agency capacity within the constraints of limited resources
- Cultural competency and ability to navigate and promote sensitivity to issues of race and equity
- Competency with Google Drive and Microsoft Office
- Professionalism in the areas of punctuality, documentation, organization, and phone/email responsiveness

Job Type: Full Time