



# JOB POSTING

## Full-Time Senior Racial Equity and Restorative Justice Consultant

### Senior Racial Equity and Restorative Justice Consultant

Just Outcomes is seeking a full-time Senior Racial Equity and Restorative Justice Consultant to support the development and implementation of restorative justice frameworks through a racial equity lens. Working collaboratively with our exceptional team of staff, partners and associates, the Senior Racial Equity and Restorative Justice Consultant will help leaders and service providers across sectors and locations to find principled, realistic, and lasting solutions to justice-related challenges and opportunities. From the outset, the Consultant will be joining our team in an innovative three-year project with the Oregon Youth Authority (OYA) to support the implementation of restorative justice within Oregon's youth correctional facilities through consultation, facilitation, training, and coaching with OYA's leadership and staff. Additional and ongoing areas of responsibility will be determined in collaboration between the Consultant and Just Outcomes' leadership.

Just Outcomes supports communities and organizations in reimagining just responses to harm and its causes. Working across the globe, we offer expertise on transformative and restorative approaches to conflict and harm within criminal justice agencies, community organizations, schools and post-secondary institutions, faith communities, businesses, and philanthropic organizations. We also facilitate large-scale projects involving multiple interested and impacted parties. Through all our work, we pursue a vision of vibrant and resilient communities based on the strength of just relations. Please learn more about us at [www.justoutcomesconsulting.com](http://www.justoutcomesconsulting.com).

Please Note: This position includes in-person entry to correctional facilities that require proof of COVID vaccination status or an approved medical or religious exception as required by [EO 21-29](#).

**Schedule:** Flexible 32-hour per week schedule (ability to work evenings and weekends when necessary)

**Salaried:** \$66,500 USD plus sick, vacation, wellness, health benefits and quarterly profit sharing

**Location:** Oregon. Work is both remote (work from home) and on location with clients in Oregon.

As the Just Outcomes team expands, we are committed to building a staff team with diverse lived experiences and identities. Given this priority, and the nature of this position, we strongly encourage applications from people identifying as Black, Indigenous and People of Color.

#### **Responsibilities:**

The Consultant will have the opportunity to be a part of structuring the position, however some responsibilities are likely to include:

- working alongside the Just Outcomes team and project partners to design and deliver restorative justice training content centering racial equity;
- providing consultation to identify gaps and strengthen clients' organizational capacity to expand diversity, inclusion, and racial equity;
- working with clients and partners to challenge internal and external systems of racial discrimination and oppression, and examine opportunities for transformation;
- delivering services in a culturally responsive manner, including:
  - restorative justice
  - conflict intervention
  - facilitated dialogue
  - individualized coaching
  - community-building
  - community-organizing
  - training
  - consensus decision-making
  - strategic planning;

- providing coaching and mentoring to support the implementation of restorative justice in alignment with equity principles;
- providing assessments through document reviews, interviews, focus groups to highlight and address racial disparities;
- conducting research, writing and editing;
- managing and coordinating projects; and,
- establishing new partner and client relationships.

### **Experience and Competencies**

Successful candidates will have the following core competencies and experience:

- advanced education, training and/or lived experience in restorative justice, conflict transformation, DEI, and/or related practices;
- experience facilitating conversations about racial equity and examining systemic inequities within organizational, educational and/or criminal justice settings;
- experience collaborating with diverse teams including people with a range of awareness and sensitivity to racial equity issues;
- excellent communication skills including a commitment to direct and empathic communication;
- proven ability to design and deliver interactive trainings and presentations for adult learners;
- personal integrity with principles of restorative justice and conflict transformation; i.e. “walking the talk”;
- experience and comfort working in collaboration as a part of a team;
- ability to adapt and engage in a fluid and dynamic work environment;
- models relationship-based approaches to working with clients, partners and team members
- exemplary organizational skills;
- experience with digital management technology (e.g. Microsoft 365, SharePoint, Asana, Toggl, and Zoom);
- some experience with project management and coordination preferred;
- experience with and ability to work remotely or from home (this position does not have a physical office location); and,
- ability to travel and work a flexible schedule, as determined collaboratively with Just Outcomes team.

Joining the Just Outcomes team is a commitment to right relationship, to walking the talk, to growth, and to having lots of fun. If that sounds like the type of team you want to be a part of, we anticipate meeting you soon!

### **To Apply**

Please submit a cover letter, resume and references to [info@justoutcomesconsulting.com](mailto:info@justoutcomesconsulting.com) by Thursday, March 24<sup>th</sup>, 2022, at 5 p.m. PST. If you have any questions, contact Matthew Hartman at [matthew@justoutcomesconsulting.com](mailto:matthew@justoutcomesconsulting.com).

We will hold initial 15-minute interviews the week of March 28<sup>th</sup>, with 2-hour interviews to be held the week of April 4<sup>th</sup>.

Though there is an initial schedule, the posting will remain open until filled, so do not hesitate to reach out if you have missed the original deadline, but are interested.