



## Position Description

Director, Juvenile Justice

**FULL TITLE:** Director, Juvenile Justice

**SUPERVISOR:** Executive Vice President, Cross-Systems Consulting

**PURPOSE:** The Director, Juvenile Justice will serve as a key strategic thought partner responsible for managing a portfolio of states and co-designing integrated solutions to advance equitable youth opportunities and outcomes across youth-serving systems. To leverage the expertise of our growing team, this person will have experience providing consultation to state systems leaders across multiple youth serving sectors – education, behavioral and mental health, human services and, workforce development – with a focus on juvenile justice. The person taking on this position will also be a keen strategist, experienced in data analytics, providing consultation and thought leadership in juvenile justice.

## Organization & Background

Founded in 1998, the Forum for Youth Investment is a national nonprofit, nonpartisan “action tank” committed to improving outcomes for youth (ages 5-24) in education, work, and life. The Forum connects leaders to ideas, services and networks that can help them make more intentional decisions that are good for young people, even in the face of limited resources. It helps leaders who are trying to improve & align policies, plan & partner for impact, and/or strengthen programs & adult practice across all the systems and settings where young people spend time. The Forum is a thriving organization with a budget of \$9 million and a staff of 40, headquartered in Washington, DC. The Forum overall is funded by a mix of foundations, corporations, and a fee-for-service contract base. Please visit [www.forumfyi.org](http://www.forumfyi.org) for more information about our work.

## Position Responsibilities

### **Data Analysis and Consultation for State Systems Leaders**

- Provide consultation on state-level systems change and transformation in juvenile justice, using a positive youth development approach,

- Engage states in discovery phase, identifying and collecting research & data sources for state landscape analyses and providing SWOT analyses.
- Partner across units to identify states' needs, leveraging all organizational capabilities, value offerings, and services, including policy development and alignment and youth program quality improvement.

### **Strategic Planning and Implementation for State Systems Leaders**

- Co-design strategic vision, goals, innovative solutions, and outcomes-based frameworks for state system leaders within juvenile justice and across the youth ecosystem
- Support states' implementation of short- and long-term strategic plans in support of achieving states' goals.
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### **Knowledge Product Development & Dissemination**

- Capture and disseminate insights from state engagements, highlighting insights, lessons-learned and recommendations for systems improvement, transformation, and innovation.
- Stay current on research and practice trends related to thriving youth ecosystems to support the unit's ability to offer practical, useful, and research-based strategies to the field.
- Disseminate key ideas and innovations in state juvenile justice reform through the development of knowledge products, including issue briefs, articles, blogs, and presentations at national conferences. and other channels.

### **Business Development and Customer Experience**

- Support client prospecting and intake to include activities such as attending relevant networking events, conducting exploratory calls/meetings with interested clients and partners, and designing scopes of work
- Oversee project management for state client deliverables, ensuring they are on time, on budget, with the highest levels of quality and customer/stakeholder satisfaction.
- Using a continuous improvement framework, identify opportunities for meaningful

change and develop strategies to support a collaborative culture, shared accountability, and efficiency.

- Collaborate effectively with other units and organizational functions, including Policy, Strategic Communications, and Youth Program Quality to meet state customers' needs.

### Performance/Character Requirements

Characteristics of successful candidates include:

- **Manages Self** – You ask for feedback on impact of your behavior on others. You identify and follow through on actions in response to constructive feedback. You honestly assess your own strengths and know what areas need support.
- **Leads Courageously** – You consistently drive to successful outcomes and stay composed and positive in challenging situations.
- **Communicates Effectively** – You communicate (both in writing and verbally) clearly, succinctly, and in a timely manner. You provide information people need to know to do their jobs, make accurate decisions, and to feel part of a team. You can engage an audience and achieve the desired effect in a variety of formal presentation settings.
- **Builds High-Performing Teams** – You form and lead consulting teams capable of getting results. You create an environment of creativity and engagement. You can effectively raise and resolve conflict with the team.
- **Makes Quality Decisions** – You clearly state where you stand on issues, even if it is unpopular. You seek input from appropriate parties before making decisions, and still make timely decisions.
- **Demonstrates Business Acumen** – You understand and create opportunities to cultivate and support exceptional partnerships. You are able to make the case for decisions and initiatives. You adapt strategies and tactics to create a success defined by metrics.
- **Influences and Negotiates** – You influence others by building coalitions or alliances among diverse groups. You effectively adapt influence strategies depending upon the situation. You're skillful at removing barriers that get in the way of effective collaboration among groups.
- **Manages Vision and Purpose** – You inspire commitment to a compelling vision and shared values. You create a climate in which people want to do their best.
- **Thinks Strategically, Executes Skillfully** – You can see the forest through the trees and know how to develop and implement strategic short and long-term opportunities that are aligned with organizational capabilities. At the same time, you can't wait to roll-up your sleeves and get the work done.
- **Is Goal Oriented** – We want someone who is a doer, with doggedness, a determination and commitment to reach a goal, and a strong bias toward action. You always find a

way to make it happen.

- **Demonstrates Creativity** – While there are tried-and-true tactics in your toolbox, you explore new ways of thinking and continually strive to create opportunities that move your organization and field forward.
- **Handles Ambiguity** – You can effectively cope with change and lead others through it.
- **Communicates Assertively** – You express opinions directly, confidently, and accurately. You can also be very persuasive and influence the way others think, feel, or behave.
- **Collaborates & Values Relationships** – You can quickly gain the respect and trust of your consulting team members, peers, and leadership team. You understand the importance of listening, asking probing questions, and allowing others to be heard.
- **Takes Risk** – The entrepreneurial spirit shines through in your willingness to experiment with new approaches and act even though the outcome is uncertain.
- **Models Diplomacy** – You have worked in diverse settings and understand the cultural sensitivities of doing business with partners and clients around the country. You are tactful in dealing with diverse people or situations.
- **Exhibits Professional Acumen** – You demonstrate confidence, experience, and poise under pressure.

### Qualifications

- Bachelor's degree in related field, such as public administration, criminal justice, youth development, education, or social work; advanced degree preferred
- Subject matter expertise in state juvenile justice reform is required for this position, experience within a state juvenile justice system preferred
- 3+ years' experience in providing consultation to state systems leaders, across at least two systems, including education, health and mental health, youth workforce development, human services, child welfare, or juvenile justice.
- Experience evaluating and analyzing systems change, reforms, and program integration efforts across the youth ecosystem in order to advise state leaders in their decision making, implementation and improvement of initiatives that are designed to advance equitable youth outcomes
- Experience collaborating with government entities at the state level to provide leadership and technical expertise that will advance national priorities
- Willingness to travel, as needed

### Working Environment

Flexibility is required to adapt to the dynamic work environment of a non-profit "action tank" that has national clients and exposure. The climate is informal but mission driven. Excellence is

valued in every position. The Director is a remote position given the need to carry out consulting engagements with state clients/partners. Travel (to be reimbursed by the Forum) is expected for in-person team meetings and client/partner meetings (estimated 10-20% time).

### **Position & Compensation**

The salary range, duties and responsibilities of this position meet the requirements of Section 13 (a) (1) of the Fair Labor Standards Act and therefore qualifies as an "exempt" position. The starting salary for this position is targeted between **\$90,000 and \$118,000** dependent upon experience and qualifications, with a comprehensive benefits package. Please send resume and cover letter with salary requirements to: [jobs@forumfyi.org](mailto:jobs@forumfyi.org). Applications will be reviewed on a rolling basis. If your application is selected for an interview, you will be contacted directly. No telephone calls or inquiry emails, please.

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*The Forum for Youth Investment is committed to creating a diverse work environment and is proud to be an Equal Opportunity Employer and drug-free workplace, and to comply with ADA regulations as applicable. All applicants are considered for all positions without regard to race, religion, color, sex, gender, sexual orientation, gender identity, pregnancy, age, national origin, ancestry, physical/mental disability, severe/morbid obesity, medical condition, military/veteran status, genetic information, marital status, ethnicity, alienage or any other protected classification, in accordance with applicable federal, state, and local laws. We encourage individuals of all backgrounds to apply. If you are a qualified candidate with a disability, please email us at [jobs@forumfyi.org](mailto:jobs@forumfyi.org) if you require a reasonable accommodation to complete your application.*