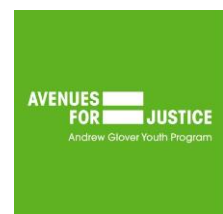




Avenues for Justice

Executive Director

New York, NY



Background

Incorporated in 1979, Avenues for Justice (then known as the Andrew Glover Youth Program), was one of the first alternatives to incarceration programs for youth in the country. Avenues for Justice (AFJ) helped to facilitate the creation of Manhattan’s Supreme Court Youth Part where youth are prosecuted and tried separately from adults – a model now used nationwide.

AFJ operates programs for two main groups of participants:

- 1) “Court-Involved” Participants who are in the criminal justice system; and
- 2) “At-Risk” Participants who are at-risk of involvement in the criminal justice system.

Services for the Court-Involved and At-Risk programs are provided online and onsite at AFJ’s two community centers, one in Harlem and the other on the Lower East Side, and at AFJ’s headquarters inside the Manhattan Criminal Courthouse.

Court-Involved Participants receive court advocacy services with intensive case management. All Participants receive HIRE UP services for job readiness and certification, teen empowerment and legal rights, life skills, mental and physical health wellness, academic support and tutoring.

AFJ, a non-profit with an annual budget of \$2 million, provides life-changing services. In 2022, 94% of Participants avoided reconviction within three years of enrollment at AFJ. In a nation that imprisons over a quarter of a million teens each year – with African American youth four times more likely and Hispanic youth 28% more likely to be incarcerated than their white peers, AFJ has provided second chances to thousands of young people, ages 13 to 24, preventing them from being processed through the criminal justice system and stigmatized with a criminal record.

Position

Avenues for Justice seeks a strategic and mission-oriented Executive Director (ED) who will develop a shared vision and strategy for the organization and foster a strong and cohesive organizational culture. The ED will build upon AFJ’s existing work while establishing priorities for the organization’s future in collaboration with the board. This individual will have a strong passion for and commitment to AFJ’s mission and an understanding of the challenges facing program Participants. The ideal candidate will be an inclusive leader with the ability to inspire and manage an effective team. They should be a tireless advocate for the population AFJ serves and able to develop and execute strategies to elevate awareness of AFJ’s work while scaling its reach and impact.

The successful candidate will have experience working with the population served by AFJ and will be a determined advocate for young people at risk for incarceration. This person will inspire, lead, and grow a caring and dedicated team of staff who come from the

communities they serve. They will be a skilled communicator, with the ability to effectively communicate the mission of AFJ to community stakeholders, funders, the media, and others.

Responsibilities

The Executive Director will be a strong network builder and collaborator with the ability to instill trust with diverse stakeholders to advance the mission of AFJ. The ED will manage the full-time staff of ten as well as outside contractors, and is responsible for oversight of all AFJ programs, its office, and personnel.

Strategic Vision and Leadership

- In collaboration with the staff and board, lead and execute upon a strategic planning process, setting the vision, priorities, and milestones to support the organization's growth and bring it into its next phase
- Provide inspirational leadership and direction to a team of ten staff and contractors, maintaining clear guidance on innovative and impactful programming priorities, roles and responsibilities, and goal setting
- Lead the development of an inclusive and highly collaborative team culture
- Work in collaboration with the Board of Directors to advance AFJ's strategic vision and organizational goals

Executive Management and Operations

- Provide oversight and manage day to day operations of Avenues for Justice, its programs and its staff, managing for current and future priorities
- Work with Chief Operating Officer to align staffing with organizational strategy and priorities
- Provide direct supervision to the Chief Operating Officer and Director of Court Advocacy and Outreach and play an integral role in the leadership of the complete team of 10 full time staff and contractors
- Provide vision, training, and support for Court Advocates. Serve as a key partner to the Director of Court Advocacy to consult on cases when needed and ensure opportunities for learning and development for court advocacy team
- Work with AFJ's leadership team to ensure the organization supports continuous staff development and success, identifying and fostering professional development and advancement opportunities for staff

Advocacy, Communications and Community Engagement

- Serve as a respected and credible external spokesperson and thought leader for the organization's mission

- Foster existing and build new trusting relationships with key external stakeholders to advance AFJ's mission and work particularly in the juvenile justice and alternatives to incarceration ecosystems
- Advance advocacy and policy related to AFJ's core priorities by establishing a presence with relevant councils, coalitions, committees, and other collaboratives

Financial Oversight and Resource Development

- Together with the Chief Operating Officer, manage the organization's budget and finances
- Work to advance strategic goals by diversifying and deepening funding sources and partnerships
- Establish long-term financial sustainability of the organization by stewarding existing funder relationships, cultivating new ones and ensuring the organization delivers on grant goals
- Strategize and expand upon AFJ's fundraising pipeline, including stewarding existing and identifying new funding opportunities (including individuals, foundations, and corporate)

Qualifications

- Demonstrated deep passion for and commitment to Avenue for Justice's mission
- Experience working in the NYC juvenile justice and alternatives to incarceration ecosystem is preferred; relevant experience in criminal justice, youth services, child welfare or other adjacent sectors is also valued
- Executive leadership experience in a mission-driven organization; belief in and commitment to alternatives to incarceration
- A strategic, big-picture thinker, with the ability to execute vision and strategy and translate them into achievable milestones
- An excellent manager and culture-builder; someone who encourages trust, communication, collaboration, and excellence throughout an organization
- Strong financial acumen and experience providing fiscal oversight of a non-profit organization
- Experience leading a fundraising strategy and comfort engaging with major funders including individual donors and foundations
- A skilled communicator and experience acting as a public spokesperson
- A network builder with the demonstrated ability to build credible and trusting relationships with internal and external stakeholders
- Community organizing skills and a familiarity with the Lower East Side and East Harlem communities are preferred
- Lived experience with juvenile justice or criminal justice is preferred

Salary

The salary range for this position is \$150,000 - \$170,000 with a generous benefits package including 100% of medical and dental covered for employees and 4% employer retirement matching.

This position description is based upon material provided by Avenues for Justice, an equal opportunity employer.

To apply for this position, please click [HERE](#).

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