Chief, Data Analytics and Research Team (DART)

New York City Criminal Justice Agency

New York, NY

Salary: $231,700

The Organization

We seek an experienced and entrepreneurial leader with strong data science, research and analytical skills and a proven track record of developing high-performing teams. In collaboration with your team, CJA's Chief Executive Officer and Chief Information Officer, you will drive innovation and build an entirely new team, the Data Analytics and Research Team (DART), at an agency with a storied history of conducting high impact research on the pretrial justice process. As Chief of the Data Analytics and Research Team, you will report directly to the New York City Criminal Justice Agency's (CJA) Chief Executive Officer, and work closely with CJA's Chief Information Officer, to develop our rapidly growing data analytics capabilities while maintaining our rich history of groundbreaking research, highlighting key insights, and addressing the complex needs of the criminal justice system in New York City.
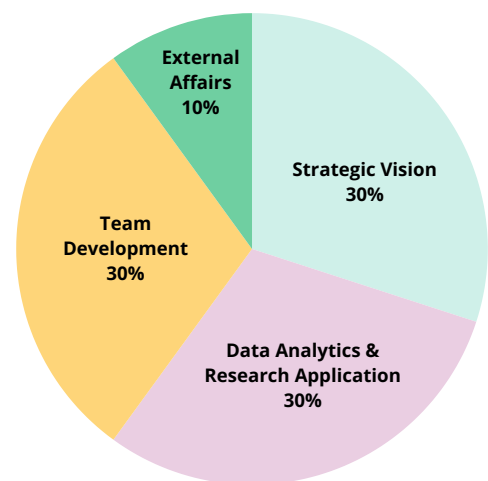
The Position

This role leads staff responsible for research and analytical projects from initial concept to completion. You will guide your team in analyzing complex justice system datasets, conducting policy reviews, identifying trends and innovations, creating insightful visualizations, and publishing results. You will also identify new topics for analysis and develop innovative ways of pursuing these areas of research inquiry, taking advantage of CJA's unparalleled datasets, which combine internally generated data (through face-to-face interviews with over 100,000 individuals who are arrested and prosecuted in New York City every year) and data feeds provided to CJA by the police, courts and corrections. A thorough understanding of CJA priorities will enable you to provide strategic and actionable support to CJA programs, partners, and stakeholders in a fast-paced environment. You will also be responsible for building out a team that currently includes experienced staff members but requires expansion to include new roles and responsibilities.

Strategic Vision

- In partnership with the CEO & CIO, develop and implement a strategic plan for DART that will bridge NYCJA's legacy research strategy with modern data analytics practices.
- Leverage the DART strategy to inform policies, programming, and narrative-building. ensure alignment between research, technology, and policy advocacy goals.
- Serve as a member of the leadership team, promoting the use of evidence-based practices and analytics for data-informed operational decisions.

External Affairs 10%

Strategic Vision 30%

Team Development 30%

Data Analytics & Research Application 30%

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Data Analytics & Research Application

- Guide the organization in using data for real-time decision-making and program evaluation. Ensure data is cleaned, aggregated, and made accessible for internal and external stakeholders. Identify trends and insights that can inform policy recommendations and organizational strategy.
- Partner with the IT & DART team to manage data systems, ensuring seamless dependency and integration of data analytics within the organization.
- Build the Agency's research portfolio, overseeing projects from initial concept through completion.
- Improve real-time tracking of program participants and justice system outcomes. Establish a clear research-to-policy pipeline by making data more easily accessible and actionable. Support program strategy and evaluation with evidence-based insights.

Team Development

- Lead the research and analytics teams. Identify resources including personnel and systems necessary for the team to feel supported in executing the DART vision.
- Ensure staff are trained in relevant data tools and methodologies. Foster a collaborative culture where data is leveraged to drive impact.
- Provide strategic direction on data governance, security, and ethical considerations.
- Advances the organization's efforts to build a workplace where diverse experiences, talents, skills, and identities are both welcomed and foundational to our success. Models best practices for fair and equitable hiring, inclusive work teams and collaboration which fosters productivity and belonging.

External Affairs

- Represent NYCJA in policy discussions and inter-agency collaborations. Ensure data insights are communicated effectively to technical and non-technical stakeholders, and position NYCJA as a leader in research and innovation through issue and policy briefs, reports, articles, fact sheets, and other research content in support of CJA programs and initiatives.
- Strengthen existing partnerships with city agencies, policymakers, and external stakeholders including but not limited to: Mayor's Office, city council, law enforcement, and other justice-related organizations to leverage data in a way that will influence pretrial reform and justice initiatives.

The ideal candidate for the CDART position possesses the following competencies:

Cultivates Innovation	Drives Vision & Purpose	Builds Effective Teams
Creating new and better ways for the organization to use data to inform policy. solve problems.	Painting a compelling picture of the vision and strategy that motivates others to action.	Building strong teams that apply their diverse skills and perspectives to achieve common goals.

Manages Complexity	Strategic Mindset	Collaborates
Making sense of complex data to effectively solve problems.	Seeing ahead to future possibilities and opportunities and translating them into actionable strategies.	Building partnerships and working collaboratively with others to meet shared objectives.

Additional Qualifications

- An MS, MA, or PhD in data science, criminology, statistics, or a related field requiring strong quantitative and analytic skills, or equivalent professional experience.
- Experience developing and executing data strategies, leading teams, and driving organizational change.
- Strong background in data analysis, visualization, and policy research; proficiency in SQL, Power BI, SPSS, or Python a plus.
- Familiarity with database management, data governance, and integrating analytics into operations; demonstrated ability to lead teams performing statistical analysis, data modeling, visualization, and advanced techniques such as machine learning, data mining and geospatial analysis.
- Strong written and verbal skills to translate data insights into actionable policy recommendations.
- Experience navigating inter-agency dynamics and driving data-informed decision-making in complex environments.
- Ability to operate in a dynamic environment with evolving systems while making strategic decisions.
- Ability to build and maintain positive relationships with internal and external stakeholders, including funders, partners, and community organizations, enhancing collaboration and engagement.
- Experience overseeing multiple projects simultaneously, setting priorities, coordinating resources across teams and delivering high quality results.
- Ability to engage with city agencies, policymakers, and external partners to leverage data for impact.

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Work Environment

This is a hybrid role, requiring 3 days in office and 2 days remote.

Our Commitment to Diversity, Equity, & Inclusion

Each employee at CJA is guided by these values in our work:

- **Commitment:** We are committed to being active partners in criminal justice reform through initiatives and creative problem-solving that evaluates different methods and strategies for alternatives to detention.
- **Fairness:** We are guided by fairness and the presumption of innocence for those who are detained and work with integrity and without bias to protect the privacy and interest of court-involved people and their families.
- **Innovation:** We value curiosity as a driving force to lead the way in pretrial services. We use innovative techniques in research, pilot programs, and engaging justice-involved communities to execute our mission of reducing unnecessary pretrial detention.

The New York City Criminal Justice Agency is an Equal Opportunity Employer

CJA is committed to creating a diverse work environment and is proud to be an equal opportunity employer. We do not discriminate based on race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under applicable laws. We encourage individuals of all backgrounds to apply. Our employment practices are equitable and fair, without consideration of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, prior arrest or conviction, employment status, parental status, veteran status, or any other protected status under applicable laws.

COMPENSATION AND BENEFITS

Salary

$231,700

Benefits

CJA offers a very generous benefit plan including health, dental and vision insurance, a comprehensive mental health, wellness, and employee assistance program (EAP), four weeks' vacation, paid holidays, and a retirement plan with employer matching contributions. CJA is also strongly committed to professional learning and development for its staff members and offers staff varied opportunities for learning and development through partnerships and vendor services for web based, in-person professional development training, as well as in-house job training and development.

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If you are interested in this position, please <u>click here</u>. All applicants will receive an email confirming receipt of their application. We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above.

If you are selected to move forward for an initial screening call, we expect you to hear from us by mid-March.

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Submit an application

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