

Restorative Justice Supervisor- Youth Programs

Salary range: \$47,000 - \$50,000

Direct Report: Restorative Justice Manager

Full Time with Benefits: Paid Time Off, Medical, dental, vision, 403b retirement plan

Basic Function: The Restorative Justice Supervisor supervises a team of RJ Specialists and Peace

Ambassadors working with youth within the Restorative Justice program and is a member of the Leadership Team for the organization.

Alternatives Inc. Overview

Since 1971, Alternatives has been a leading provider of youth development programs, restorative justice initiatives, and behavioral health services for youth. Our mission is to facilitate personal development, strengthen family relationships, and enhance the community's well-being. We serve youth in some of Chicago's most vulnerable communities on the far north and south sides. Our highly trained staff create culturally responsive environments in which young people build knowledge, skills, and abilities through positive youth development, trauma-informed counseling, leadership development, and community-based healing.

Our Restorative Justice (RJ) programs provide direct support, training, leadership development, and capacity-building to schools and organizations that seek to become restorative. This position supervises the Peace Ambassadors program- a paid apprenticeship for young adults that are system-involved or experiencing homelessness to become RJ Practitioners. Peace Ambassadors are given rigorous ongoing training and opportunities to practice building community within schools and community settings. This position also supervises staff that facilitate our restorative and social justice-based youth leadership development programs for middle and high school youth, including: Girl World, Youth Advisory Committee and our Summer RJ Institute.

A successful candidate will bring in:

- Strong skills for supervising and developing non-traditional employees including homeless youth.
- Demonstrated skills as a practitioner and coach on restorative practices and youth development
- Excellent planning and problem-solving skills
- Experience building partnerships with diverse stakeholders.

Responsibilities

1. Coordinate and oversee the development, implementation, and ongoing evaluation of Restorative Justice programming for an assigned portion of the RJ team.
2. Conduct regular observations and provide weekly supervision to designated RJ staff and interns.
3. Facilitate ongoing professional development of assigned portion of the RJ Team.
4. Ensure compliance of all relevant contracts and grants, including effective performance documentation and timely completion of all necessary reports.

Alternatives is an equal opportunity employer. The above job description is subject to modification and change at the discretion of the Executive Director and/or the Director to whom this position reports to reflect necessary contract/program changes.

5. Conduct community outreach as needed. This includes initiating informational meetings and creating opportunities for collaborative efforts among community stakeholders, schools, and partner agencies.
6. Maintain ongoing relationships with partner organizations.
7. Represent Alternatives, Inc. at relevant forums, grantee meetings and community events.
8. Facilitate Alternatives' RJ trainings for Chicago Public Schools, other agencies or Alternatives' staff as needed.
9. Model full participation in Alternatives' promotion and fundraising initiatives as needed.
10. Complete in a timely fashion these and all other tasks, as assigned.

Position Qualifications

1. Two years supervisory experience, preferably in a community-based organization.
2. Highly effective as a restorative justice practitioner, facilitator of RJ trainings and coach on RJ skills with youth.
3. Experience working successfully with agency administrators, school administrators, CPS district personnel, and diverse stakeholders involved in our work.
4. Demonstrated cultural competency working with system-involved/homeless/LGBTQ/Black youth.
5. Demonstrated application of youth leadership development, harm reduction and trauma-informed frameworks.
6. Experience in public speaking and engagement with both youth and adult audiences a plus
7. Experience in youth leadership development program development and implementation
8. Excellent planning and problem-solving skills
9. Strong organization, communication, follow-up and networking skills. Contract management experience and consistently meets deadlines preferred
10. Proficiency in MS Office, Google Drive and video conferencing
11. Access to car preferred.

To Apply

Please submit a resume, cover letter and 3 references to careers@alternativesyouth.org. Your cover letter can include why you are interested in the position, your approach to youth development and a concrete story that demonstrates how you have applied restorative justice in your work or personal life.