



## **JOB ANNOUNCEMENT: Deputy Director**

**Compensation:** \$115,000-\$130,000 Commensurate with skills and experience.

**Start Date:** ASAP

**Location:** New Orleans, Louisiana. Some travel is required.

**Deadline:** Applications are considered on a rolling basis. Priority will be given to applications submitted by EOD June 7, 2024.

### **About PJI**

Promise of Justice Initiative (PJI) is a New Orleans-based organization that stands at the forefront of the fight for the liberation, freedom, and autonomy of Black people and all those targeted and touched by the criminal legal system and mass incarceration.

*PJI moves life-changing work:*

Because racism and mass incarceration are entrenched and pervasive foes, PJI's approach is multifaceted, including collective action, legislative advocacy, civil and criminal litigation, and reframing narrative discourse.

We challenge the notion that prisons keep us safe and that people with convictions should have no rights. We fight for freedom for people sentenced to die in prison. PJI blocks harmful legislation and pushes for dignity-advancing legislation. PJI partners on and co-strategizes social movement work with hundreds of currently incarcerated people. We advance the voices of survivors of violence and challenge the death penalty. Our work builds powerful authentic stories, pushes counter-narratives, and changes discourse.

The world that PJI pushes for is one where the legal system recognizes freedom and dignity as universal rights and embodies an ethos of transformation, restoration, and safety.

### **Summary of Position**

PJI seeks a smart, deeply committed individual as a Deputy Director (DD). The DD will work closely as a partner with the Executive Director (ED) of PJI to embrace and move PJI's mission, vision, and work. The primary role of the DD is to build PJI's internal capacity including managing and developing a creative and growing staff, ensuring that the team effectively implements the organizational vision with high production standards, and supports the effectiveness of strong internal systems and special projects.

### **Primary responsibilities of Deputy Director:**

- 1) Lead/supervise department heads
- 2) Co-develop with ED and/or appropriate supervisor organization-wide and individual staff development plans including skills training and hands-on learning experiences, political education, and opportunities for staff to deepen ideology/analysis, etc.
- 3) Facilitate staff cohesion and interdependence: ensure the efficacy of individual teams and overall organization staff. Ensure that organizational systems create or ensure good

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outcomes. Co-develop retreats and ways to ensure individual team members, and the staff as a whole, are in the best position to carry out powerful work.

- 4) Provide some development support needs through cultivating specific individual donors or assisting in grants, etc.
- 5) In-line with DD's expertise, contribute substantively to litigation, organizing, or legislative advocacy.

### **Who We Are Looking For**

The DD must share the analysis that the carceral system is racist and harms people and communities. The DD is motivated intrinsically by the fight for liberation, freedom, and dignity and is determined to ensure PJI is the best possible vehicle in that fight.

Important **qualities** of a qualified candidate for Deputy Director:

- Commitment and desire to spend time with people in prison.
- Belief and interest in how law and organizing can be joined to build power and create change.
- Enjoy developing and managing staff. Value excellence and high-performance standards.
- Have intimate experience and a commitment to the lived experiences of Black people and people of color.

### **Experience and Qualifications**

- Deep understanding of and expertise in systems of oppression and social movements in the United States.
- Subject matter expertise: 5 + years of experience in one of the following areas:
  - Civil rights litigation
  - Criminal Defense
  - Policy, Lobbying, Legislative Advocacy
  - Storytelling Production
  - Organizing
  - Development
- Effective supervisor: 5+ years experience with effective direct supervision.
- Team leadership: A track record of leading highly motivated, effective, and united teams. An ability to inspire and focus teams, navigate complex staff issues, and make difficult decisions.
- Excellent communication skills: Belief in dialogue, collaboration, and deliberation. Must feel comfortable providing and receiving direct communication and feedback.

### **Compensation & Benefits**

\$115,000-\$130,000 Commensurate with skills and experience.

Benefits include:

- Flexible paid time off, most Federal holidays, Fridays in August, and winter holiday season off.
  - In addition to PTO there are 24 office closure days
- 100% payment of health insurance (including partner and dependent insurance)

- Health and Dependent Care FSA
- 5% 401k match after 6 months of employment
- Short and long-term disability insurance
- Life insurance

### **How to Apply**

Submit an application package, containing the following:

- 1. Cover letter.** The cover letter will serve as a writing sample, should be *no* more than 4 pages, and should detail:
  - i. How your personal or professional experience intersects with people impacted by the carceral system, violence, and racism (all 3).
  - ii. A description of your senior management experience
  - iii. How law and organizing can shift power
  - iv. The skills, experience, and expertise that you are most excited to bring to this position.
- 2. Resume**
- 3. Email contacts for 3 References:**
  - i. 2 people who can speak to professional leadership
  - ii. 1 person who can speak to how you think about or engage in racial justice issues (this can be family, friend, colleague, mentor etc)

Please send the application package to [MBailey@defendla.org](mailto:MBailey@defendla.org)

**Deadline:** Applications are considered on a rolling basis.

\*Priority will be given to applications submitted by EOD June 3, 2024.