



MANAGER OF JUSTICE INITIATIVES JOB DESCRIPTION

ABOUT CHICAGO BEYOND

Chicago Beyond works to ensure all young people have the opportunity to live a free and full life. Since our [inception](#) in 2016, Chicago Beyond has invested more than \$40M in ideas, individuals, and organizations that empower young people to achieve their fullest human potential.

Chicago Beyond’s approach is holistic. We invest in everything from education, to youth safety, to community development, to healing, and more. This is critical because we recognize that there is no single barrier to equity. Furthermore, we operate at the intersection of hyperlocal community investment and large-scale systems change, and our [Whole Philanthropy](#) approach ensures that we center voices closest to the work and that we build with, not for, our partners. Select initiatives include:

Hyperlocal community investments

- Support of early-stage ideas such as a [Safe House](#) for young people and the development of the [Chicago South Side Birth Center](#), a nonprofit, Black midwife-led, culturally concordant, community-focused birth center to be located on Chicago’s South Side
- [Rapid Response Fund](#), unrestricted grants to 160+ community initiatives, led by Chicago’s abundance of Black and Brown leaders

Large-scale systems change

- Development of a [Healing-Centered Framework](#) to support over 330,000 Chicago Public Schools students
- [Abundance](#), a movement co-developed with Grand Victoria Foundation and the MacArthur Foundation to end philanthropy’s complicity in anti-Blackness
- Increasing present-day safety for the people confined by and working in correctional institutions and their families while we move toward the ultimate goal of reducing incarceration, e.g., Publication of [Do I have the Right to Feel Safe?: A Vision for Holistic Safety in Corrections](#), in partnership with people impacted by incarceration
- [Why Am I Always Being Researched?](#), a guidebook for funders, researchers, and community organizations to move from harmful power dynamics to more authentic truths; it has been used in all 50 states and more than 90 countries

Holistic healing has driven Chicago Beyond’s work since our founding. Recognizing the long-standing need to support and invest in community wellness, we recently announced [Chicago Beyond's Holistic Healing Fund](#), a \$10M commitment to support healing in Chicago's communities.



In addition to transformative investments, Chicago Beyond's [Home for Social Innovation](#), our location in the West Loop, is designed to accelerate the impact of our partners and mobilize our broader community in the pursuit of equity and justice for young people.

Chicago Beyond was founded by Liz Dozier, a nationally renowned former educator and high school principal. Chicago Beyond's innovative and impactful work has been featured on both the local and national level from the *Chicago Tribune* to *Forbes* to the *Stanford Social Innovation Review*. For more information on Chicago Beyond, please visit chicagobeyond.org.

POSITION DETAILS

Chicago Beyond seeks a Manager of Justice Initiatives to help lead our [Justice Initiatives](#), our systems-level focus to reduce incarceration and increase safety in all communities, including the ones behind correctional walls. Justice Initiatives takes a three-pronged approach to change: community investment, institution-level systems change, and narrative work. Read more on our [Justice Initiatives](#) webpage and in our [Do I Have the Right to Feel Safe? A Vision for Holistic Safety in Corrections](#) publication.

The role will report to the Managing Director of Justice Initiatives, [Nneka Jones Tapia](#), a nationally renowned justice reform expert, clinical psychologist, and former warden of Cook County jail in Chicago, IL.

Shape the strategic direction of Justice Initiatives, serving as a thought partner to the Managing Director of Justice Initiatives

- Develop both the short-term and long-term strategy for Justice Initiatives, including setting goals, identifying and prioritizing opportunities, and tracking holistic impact
- Problem-solve with the Managing Director of Justice Initiatives and other Chicago Beyond team members on issues related to Justice Initiatives
- Assess continually whether strategy is effective, and determine how to adapt

Lead project management and execution of the overall Justice Initiatives workflow

- Ensure that Chicago Beyond is effectively executing on the overall strategy for Justice Initiatives
- Coordinate across Chicago Beyond, community partners, and criminal legal system leaders in order to ensure we are working most effectively to reach Justice Initiatives goals
- Lead key projects critical to Justice Initiatives, including identifying the relevant projects, developing and executing on the work plan, and learning and adjusting as needed
- Capture outcomes and learnings – including those from people most impacted by the criminal legal system – to help inform our overall work related to Justice Initiatives

Grow organization-wide knowledge of the criminal legal system

- Stand up mutually beneficial mechanisms for Chicago Beyond to engage with people directly impacted by the criminal legal system in a manner that helps guide our work



- Engage in relevant conferences, task forces, and commissions on behalf of the organization
- Maintain a wide breadth and depth of knowledge regarding current trends, practices, and developing policies pertinent to the criminal legal system and community safety
- Help position Chicago Beyond as a thought leader in key, justice-related spaces to ultimately spark further investments in the most promising approaches, and to learn faster

Build and foster a Justice Initiatives network that supports both systemic and responsive investments

- Serve as the point person on select Justice Initiatives relationships
- Manage and continuously build dynamic and trusting community relationships in a way that allows people to feel seen, heard, and valued
- Ensure community voice is flowing into, threaded through, and amplified in Justice Initiatives work
- Share and elevate the work of Justice Initiatives

POSITION REQUIREMENTS

- Deep passion for Chicago Beyond’s mission, objectives and [“Whole Philanthropy”](#) approach
- Demonstrated commitment to racial equity, equity for young people, inclusion, belonging, and justice
- Adept at both short-term and long-term strategic planning; able to see synergies across initiatives, anticipate risks, and align skillsets of Chicago Beyond team members and external partners
- Strong entrepreneurial spirit, and an openness to learning and adapting
- Strong project management, written, and verbal communication skills
- Excellent relationship building skills; able to hold space and build trust among diverse stakeholders
- Ability to shift seamlessly between high-level strategy and execution work
- Strong internal and external collaboration skills, with the ability to work independently and autonomously, reaching out to peers when support or clarity are needed
- Experience working on initiatives related to the criminal legal system and or community safety preferred (experience working with correctional stakeholders is a plus)

WORKING AT CHICAGO BEYOND

Launched in April 2016, Chicago Beyond is a fast-moving start-up organization made up of a small, but ambitious team looking to make a difference for the young people of Chicago and beyond. If you are an entrepreneurial individual looking to join a dynamic team with significant opportunity to grow and shape what you do, while making a meaningful impact, then this will be a perfect role for you!



Our values guide our work.

- **Always Equitable** – Our youth face unimaginable obstacles to achieving their fullest human potential. So, we must fight for equity, not equality.
- **Incessantly Urgent** – The simple fact is that lives are literally at stake, right now. The unacceptability of the situation requires our relentless bias to action in order to accelerate our impact.
- **Endlessly Creative** – To dramatically impact the lives of our youth, we must employ imagination to augment or replace the usual, typical, and predictable.
- **Stubbornly Audacious** – Entrenched challenges require disruptive ideas, boldly applied. We must be unafraid to embrace risks.
- **Uncompromising Integrity** – How we achieve our mission is equally as important as our mission. We must do right by our youth, our partners, our teammates, and ourselves.

COVID-19 WORK POLICY

Throughout the COVID-19 pandemic, the safety and wellbeing of the Chicago Beyond team and broader community has been our utmost priority and will continue to be the case. We are continuously evaluating our working model as the COVID-19 pandemic evolves. Currently, Chicago Beyond is operating with a hybrid model. The current expectations are at least two days a week in Chicago Beyond's [Home for Social Innovation](#). Staff can choose one of the two days, with one day, Wednesday, devoted to in-person full team time.

BENEFITS

The salary range for this role is \$90,000 - \$120,000. Chicago Beyond offers a very generous benefits package including 90% paid medical, dental, and vision coverage for employees. We also match employees' deferral contributions toward participation in our 401(k) Retirement Savings Plan \$1.00 for \$1.00 on the first 5% of pay that they contribute. Employees receive 20 days of paid time off in addition to 13 paid days off for various holidays. There is also an organization-wide winter holiday break.

TO APPLY

Please note there is no standard candidate profile. Research shows that underrepresented applicants tend to downplay their qualifications. What's more important to us than numbers and titles are the experiences you have had and the expertise you have developed. If you think you'd be a good fit, please apply.

To apply, please send the following to Chicago Beyond at careers@chicagobeyond.org with the subject line "Manager of Justice Initiatives:"

- Brief answer to the question: *Why are you interested in this role, at Chicago Beyond, at this time?*
- Resume



Chicago Beyond is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, LGBTQ+, and other underrepresented applicants.