



## Justice Initiatives Strategy Analyst Job Description

### About Chicago Beyond

Chicago Beyond is a philanthropic organization that works to ensure all young people and community members have the opportunity to live free and full lives. Since its inception in 2016, Chicago Beyond has invested more than \$47 million in individuals and organizations while cultivating ideas to drive systems change. Chicago Beyond’s approach is holistic. Because there is no single barrier to equity, we invest in everything from education and community development to youth safety, healing, and more, and we seek to reimagine systems from philanthropy, to justice, to education, and beyond.

Further, 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 build with, not for, our partners. Prior initiatives include:

<b>Hyperlocal community investments</b>	<ul style="list-style-type: none"> <li>• Support of early-stage ideas such as a <a href="#">Safe House</a> for young people and <a href="#">supports for young Black fathers</a></li> <li>• <a href="#">Rapid Response Fund</a>, unrestricted grants to 60+ community solutions per year, led by Chicago’s abundance of Black and Brown leaders</li> </ul>
<b>Large-scale systems change</b>	<ul style="list-style-type: none"> <li>• Publication of <a href="#">Do I Have the Right to Feel Safe? A Vision for Holistic Safety in Corrections</a>, in partnership with people impacted by incarceration</li> <li>• Development of a <a href="#">Healing-Centered Framework</a> to support over 330,000 Chicago Public Schools students</li> <li>• <a href="#">Abundance</a>, a movement co-developed with Grand Victoria Foundation and the MacArthur Foundation to end philanthropy’s complicity in anti-Blackness</li> <li>• <a href="#">Why Am I Always Being Researched?</a>, 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</li> </ul>
<b>Holistic, interconnected efforts</b>	<ul style="list-style-type: none"> <li>• <a href="#">Home for Social Innovation</a>, our location in the West Loop, designed to accelerate the impact of our partners and mobilize our broader community in the pursuit of equity for young people</li> </ul>

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](http://chicagobeyond.org).



## Position Details

Chicago Beyond is seeking a Justice Initiatives Strategy Analyst to develop, oversee, and implement projects aligned to our [Justice Initiatives](#), Chicago Beyond's 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 publication, [Do I Have the Right to Feel Safe? A Vision for Holistic Safety in Corrections](#).

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, Illinois. Chicago Beyond's Justice Initiatives Strategy Analyst will:

### ***Support the strategic direction of Justice Initiatives, serving as a thought partner to the Managing Director of Justice Initiatives and Associate Director of Justice Initiatives***

- Work to implement both the short-term and long-term strategy for Justice Initiatives, including goal setting, identifying and prioritizing opportunities, and tracking impact
- Problem-solve with the Managing Director of Justice Initiatives, Associate Director of Justice Initiatives, and other Chicago Beyond team members on issues related to justice
- Continually assess effectiveness of strategic efforts and suggest adaptive approaches

### ***Guide projects and execution of Justice Initiatives workflow***

- Support Chicago Beyond's effective execution of our Justice Initiatives strategy
- Coordinate across Chicago Beyond, community partners, and criminal legal system leaders to ensure we are working most effectively to reach Justice Initiatives goals
- Take a leading role on Justice Initiatives projects with the support of the Managing Director and Associate Director of Justice Initiatives
- 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***

- Support the Managing Director and Associate Director of Justice Initiatives' engagement in conferences, task forces, and commissions on behalf of the organization
- Develop a breadth and depth of knowledge regarding current trends, practices, and policies pertinent to the criminal legal system and community safety
- Help position Chicago Beyond as a thought leader in key, justice-related spaces to spark further investments in promising approaches

### ***Build a Justice Initiatives network that supports systemic and responsive investments***

- Work to 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

The Justice Initiatives Strategy Analyst will be an integral member of the Chicago Beyond organization and will play a critical role in accelerating our impact on the path to freedom and holistic safety.

## Position Requirements

- 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 seamless shifts from strategic planning to operational implementation
- Ability to take ownership of workstreams, including leading project management, anticipating and mitigating risks, and seeking support when needed
- Strong entrepreneurial spirit and an openness to learning and adapting
- Strong project management, written, and verbal communication skills
- Excellent relationship building skills; ability to hold space and build trust among diverse stakeholders
- Strong internal and external collaboration skills; ability to work independently and autonomously, reaching out to peers when support or clarity are needed
- Aptitude for analytics, quantitative analysis, and impact tracking

## Working at Chicago Beyond

Launched in April 2016, Chicago Beyond is a fast-moving start-up organization comprised of a small, yet ambitious team of individuals advancing equity for young people and communities in Chicago and beyond. If you are an entrepreneurial individual looking to join a dynamic community with significant opportunities 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.

## Benefits

Chicago Beyond offers a competitive salary and benefits package. 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 is more important to us than numbers and titles are the experiences that you have had and the expertise you have developed. If you think you would be a good fit, please apply.

To apply, please send the following to Chicago Beyond at [careers@chicagobeyond.org](mailto:careers@chicagobeyond.org) with the subject line "Justice Initiatives Strategy Analyst"

- Brief answer to the question: *Why are you interested in this role, at Chicago Beyond, at this time?*
- A copy of your resume

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