

EXECUTIVE DIRECTOR, CENTER FOR RESTORATIVE JUSTICE

The Center for Restorative Justice (CFRJ) is a nonprofit corporation whose mission is to facilitate healing of conflict through application and promotion of restorative practices. CFRJ is seeking an experienced and visionary Executive Director who will lead the organization in its next phase of growth and development. Applications will be received through December 30, 2009.

CFRJ accomplishes its mission through four program areas: mediation services, community collaboration and dialogue, training and education services, legislative research and support. These four program areas are united in the vision of a comprehensive model of restorative justice practices being applied in a variety of settings to promote healing between people separated by conflict.

Mediation services include:

- adult and juvenile court referrals for facilitated dialogue between those harmed by crime and those causing harm, at no cost to participants
- victim impact panels, an educational presentation for referred offenders, low cost
- individual referrals for conflict resolution in families, organizations, neighborhoods, schools and churches

Training and education services include:

- humanistic mediation skills training and support for adult community volunteers
- conflict resolution skills for organizations, schools, churches, youth serving agencies, and law enforcement

Community collaboration and dialogue services include:

- initiating and sustaining community dialogue around issues of cultural and racial diversity, economic development, student success, crime reduction, community and regional understanding and harmony in diverse settings
- support of organizations dedicated to complimentary principles and practices

Legislative research and support services include:

- active participation in local, regional, and national trends in the field
- initiation and support of legislation to expand and support application of restorative practices

CFRJ is overseen by a Board of Directors consisting of 11-15 members, all of whom have knowledge and experience in the field of restorative justice practices, criminal justice system, juvenile services, victim services, and education; and who share in the commitment to CFRJ's restorative mission. The Executive Director is CFRJ's administrator and manager, reports directly to the Board, and is responsible to carry out the direction of the board including hiring and supervising staff, case management, volunteer management, fund raising, and promotion.

The ideal candidate for the leadership position of Executive Director

- will demonstrate the attitude, skills and maturity to treat every individual regardless of age, race, disability, criminal background, or economic status with equal respect;
- will have demonstrated success in working with cultural, racial, economic and educational diversity;
- will have the capacity to listen deeply and skillfully, to set aside personal biases as completely as possible, to remain neutral and compassionate, to make decisions fairly;
- will be able to balance the needs and rights of individual clients, both victim and offender; the collaborative community systems that make referrals and provide services to these clients; and the best interest of CFRJ;

- must have the personal inner capacity to blend heart and head in all interactions with clients, staff, and community.

Additionally, the ideal candidate will have:

- demonstrated skill in program development and fund raising;
- experience in developing and managing organizational budgets of a similar size;
- success in securing and administering grants, in monitoring compliance and completion of project objectives, and in evaluating outcomes and processes;
- demonstrated success in developing and maintaining positive Board relationships and external partnerships;
- strong organizational, planning and communication skills;
- experience prioritizing and deploying resources in light of needs, and making sound fiscal and mission-based decisions;
- demonstrated ability to assume a leadership role in community engagement and collaboration with organizations compatible with the mission and vision of CFRJ;
- demonstrated ability to develop and cultivate relationships with key constituent communities and other external stakeholders;
- demonstrated skill in training and supervising staff and volunteers;
- demonstrated ability to initiate training opportunities and deliver training sequences for community organizations, schools, churches, law enforcement, youth serving agencies, and others;
- dedication to collaborate with RESTORE (formerly Victim Offender Reconciliation Program) in Sioux Falls, the only other restorative justice organization in SD;
- insight and capacity to initiate legislative action to expand restorative practices throughout South Dakota and will support current legislative action.

This position requires a minimum of Bachelors' Degree, advanced degrees preferred; in education, psychology, human services or related field. Additional training and at least 3 years experience in conflict resolution, humanistic or transformative mediation; experience in volunteer management, staff supervision, program development, financial management, non-profit administration with increasing levels of responsibility documented.

At least three (3) professional references are required and must be current within the past 2-3 years. A personal reference, in addition to the professional references, may be supplied. The final candidate will be asked to successfully complete a background check and a credit check.

To apply for the position, submit resume with cover letter. Cover letter should speak to your personal philosophy and application of restorative practices, the reasons why you are applying for this position and some examples of your experience in the field of restorative practices. Submit resume and cover letter to: Executive Director Search, Center for Restorative Justice, 2650 Jackson Boulevard, Rapid City, SD 57702

Or email to: cfrj@rushmore.com

For more information e-mail cfrj@rushmore.com.

Position is full time, salaried, with wages dependent upon experience and qualifications.