



Executive Search For Nonprofits



POSITION GUIDE

- POSITION:** Senior Project Manager, Justice Reform
- ORGANIZATION:** BPI (Business and Professional People for the Public Interest)
(www.bpichicago.org)
- LOCATION:** 25 E. Washington Street, Chicago, Illinois
- REPORTS TO:** Director, Justice Reform and Police Accountability

MISSION

BPI is a public interest law and policy center that strives to resolve compelling issues of social justice and quality of life in the Chicago region.

BACKGROUND

For nearly a half century, BPI has served the Chicago region in its capacity as an independent public interest law and policy center dedicated to addressing issues of social justice and improving the lives of the most disadvantaged. BPI lawyers and policy specialists use legal and policy research, advocacy, organizing, litigation, and collaboration with nonprofit, business, community and governmental organizations to accomplish their mission. In 2012, the John D. and Catherine T. MacArthur Foundation honored BPI with its MacArthur Award for Creative and Effective Institutions, bestowed annually on only a fortunate few nonprofits worldwide.

For decades, BPI has worked to strengthen neighborhoods in Chicago and throughout the region. BPI's overarching goals in the criminal justice and police reform arenas are to reduce prison and jail populations in Illinois' youth and adult systems, reduce recidivism, increase educational, housing, and employment opportunities for released prisoners, and to reform police policies and practices and improve community-police relations. Current initiatives include:

- **Cash Bail:** Eliminating the cash bail system that discriminates against low-income individuals with devastating consequences.
- **Sentence Reform:** Enacting more informed sentencing policies to reduce the prison population.

- **Juvenile Justice Reform:** Reducing the youth prison population, while expanding and improving community-based housing, health and supportive services.
- **Police Reform:** Building on its 2016 participation in the Chicago Police Accountability Task Force, BPI is working to implement a series of structural reforms that will improve accountability within the Chicago Police Department. It is also playing an important role in partnering with a city-wide coalition of community organizations to conduct a deep community engagement process leading to the formation of a new civilian oversight board for CPD.

OPPORTUNITY

Actively engaged in justice reform and police reform over the past few years, BPI leadership is now seeking to expand its capacity and broaden its agenda to increase the impact of its justice reform efforts.

In its justice reform work, BPI clearly recognizes the need to develop an overarching strategy, knitting together its new and existing initiatives into a cohesive approach, and enabling the organization to be effective in its efforts to reduce prison and jail populations and redirect resources to community-based services.

It is in this context that BPI is creating a new leadership position for its Justice Reform Initiative—Senior Project Director. This individual will play a pivotal role in defining and driving both the strategy and initiatives of BPI’s justice reform agenda.

POSITION

Reporting to Adam Gross, BPI’s Director of Justice Reform and Police Accountability, the Senior Project Manager, Justice Reform, will be responsible for strategic direction and program development, as well as implementation of all BPI initiatives in the adult and youth sectors of the criminal justice system. The Senior Project Manager will supervise three direct reports including two program managers and staff counsel in the adult sector and one in the youth sector.

Responsibilities

- Lead and manage BPI’s justice reform initiatives
- Develop short and long-range strategies and monitor progress in achieving identified goals
- Lead the development and dissemination of position and policy papers
- Cultivate and maintain productive and collaborative relationships among a broad range of stakeholders and partners, including senior-level elected officials and policy makers, community groups, and funders
- Maintain a deep working knowledge of priority legal and policy issues at the local and state levels
- Keep the Executive Director and Director, Justice Reform and Police Accountability, apprised of program/project status and work collaboratively to adjust course as needed
- Lead, coach, develop, evaluate and retain direct reports, interns, and fellows
- Assist in the cultivation of funding partners for BPI’s justice reform program

CANDIDATE PROFILE

BPI seeks an entrepreneurial leader deeply committed to matters of social justice. Experience in the justice reform arena combined with strong skills in policy analysis, advocacy, and coalition building are sought.

The successful candidate will be an exceptional communicator, capable of interacting effectively with government officials, community leaders and representatives, colleagues, and the media. S/he will be a skilled writer and an articulate spokesperson.

Experience with grassroots political or public policy reform campaigns is strongly desired. A track record of influencing others to action and the ability to develop and create excitement for a vision is sought. Familiarity and expertise in advocacy, community organizing at the city and state level, and a track record of effectively leading an advocacy agenda is also preferred.

The successful candidate will be an exceptional coach and mentor with a management style that is open and collaborative. S/he will demonstrate an action-oriented, flexible and innovative approach to management.

The candidate must be a highly motivated self-starter with the energy and tenacity to guide justice reform initiatives. The ideal candidate will have strong negotiation and conflict resolution skills. S/he will need to be poised and confident, both when working with staff and with external constituencies. Interpersonal skills that include an ability to listen, provide feedback, build morale, delegate, “roll up one’s sleeves” and make decisions are essential. The candidate will exhibit the highest integrity and be expected to act always in the best interests of the organization.

Undergraduate degree, with a minimum of five years of policy-related experience, preferably in justice reform—in law, government, or the non-profit sector is required. A Masters in Public Policy or J.D. strongly preferred. Evidence of continuing professional education and/or relevant volunteer services is desired.

Applications and nominations are being received by Noetic Search at www.noeticxsearch.com/apply. If interested, please submit a current resume and cover letter to the above web address. For more information, please see our website at www.noeticxsearch.com or BPI’s website at www.bpichicago.org.

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