



Join Our Motivated, Mission-Driven Team

Program Associate (Justice Supervision and Assessment Coach)—Madison, WI, or Oakland, CA

Are you interested in helping to effect system change? Your primary focus in this position will be on training and coaching staff on supervision practice and strategies to support successful reintegration into our communities for people involved in the justice system. As the National Council on Crime and Delinquency (NCCD) has clients across the United States, business travel for this position is extensive (50%–80%).



Qualifications

- At least four years of professional practice experience in juvenile and/or adult justice, or a bachelor's or master's degree in social science, human service-related, or public policy fields of study. Group facilitation, team building, and customer relations skills required.
- Experience training and/or coaching desired, especially with social justice-related content.
- Writing, public speaking, and project management skills needed.



More About CAIS™ and JAIS™

CAIS and JAIS are supervision models designed to help justice agencies and their staff in identifying important issues in supervising justice-involved individuals. The models then provide supervision strategies tailored to the individual being supervised. CAIS and JAIS have proven to be effective in reducing both institutional misconduct and recidivism in the community.



More About NCCD

NCCD is a century-old nonprofit organization with offices in Madison, WI, and Oakland, CA. Through research and training, we work to help protect children from abuse and neglect, to create safe and rehabilitative justice systems for youth and adults, and to address the needs of older adults and adults with disabilities. Our work to reform the criminal and juvenile justice and child welfare systems is inextricably linked with issues of racial justice and equity. For more information about NCCD, please visit our website at www.nccdglobal.org.

While we take pride in the serious impact of our work, our casual workplaces inspire teamwork and offer balance to the work day. Through monthly staff lunches and other regular events for learning and socializing, NCCD offers opportunities for staff to have fun and build camaraderie. For a peek inside NCCD, visit our [photo gallery](#).

Our goal is to be an employer of choice that upholds a core value of diversity and inclusion in our recruiting. NCCD is proud to be an equal opportunity employer of all people. We believe that differing backgrounds, perspectives, lived experiences, and skills make our work stronger. We are actively seeking individuals committed to creating an inclusive environment at our organization. The successful candidate must be able to work effectively across difference among a diverse range of individuals on multiple teams and at client partner agencies; actively promote an equity-minded understanding of people and workplace culture; and contribute to an equitable and inclusive workplace environment.



Salary/Benefits

Salary will reflect level of qualifications, experience, and geographic location and range from mid-\$50K to upper \$80K. NCCD's comprehensive benefits package includes no-premium cost share for employee medical coverage, generous vacation and paid holidays, and a relaxed environment with support for work schedule flexibility where possible. Other benefits include dental, vision, life, and long-term disability insurance; retirement plan; sick leave; and more. Learn what the City of Madison offers residents by watching this [short video](#). Read about relocating to Oakland [here](#).



Join Us

If joining this small and dynamic team that supports autonomy, growth, and creativity piques your interest, apply [here](#) and reference "CAIS/JAIS Program Associate" in the "Position Desired" field. Please note that an employment application is required for consideration.

If you need assistance with an accommodation due to a disability or information on alternate ways to apply, please email HR@nccdglobal.org or call (800) 306-6223.

Visit our website at www.nccdglobal.org for more information.