



Join Our Motivated, Mission-Driven Team

## Programmer—Madison, WI

Are you interested in making a meaningful, positive impact for vulnerable and at-risk people? Do you enjoy complex problem solving in a fast-paced, friendly, and collaborative environment? As a programmer, your primary responsibilities will include data discovery and mapping, performance tuning for database scripts, and crafting and implementing methodologies to help client social services agencies meet their goals via our web-based reporting platform, SafeMeasures®.



### Qualifications

- Avid interest in research, analysis, or policy related to criminal justice or human services.
- Professional experience in human services or juvenile/criminal justice fields a plus.
- BA/BS in math, computer science, social science research, or other field with a strong emphasis in critical thinking preferred.
- Clear written and verbal communication skills.



### Technical Skills

- Fully computer literate.
- Comfortable with statistical software/concepts.
- General understanding of relational databases.
- Knowledge of SQL desired, with training available.
- Knowledge of code repository/development/project management tools.



### More about SafeMeasures®

The SafeMeasures philosophy is to use analysis and web-based reporting to create transparent access to data for our client agencies from frontline practitioners to agency administrators and policy makers. Equipping our client agencies with timely information positions them to be proactive in their work. Using SafeMeasures data, client agencies can also monitor individual staff workloads and staff performance, set priorities for upcoming work, and provide aggregate reporting for various purposes. For more information about SafeMeasures, visit [www.nccdglobal.org/analytics/safemeasures](http://www.nccdglobal.org/analytics/safemeasures).



## 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 promote the safety 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 about NCCD, visit [www.nccdglobal.org](http://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](#).

NCCD is proud to be an equal opportunity employer of all people. Our goal is to be an employer of choice that upholds a core value of diversity and inclusion. 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 and who can work effectively across difference among a diverse range of individuals, 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 the level of qualifications and experience and will be in the \$40,000s. 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](#).



## Join Us

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

For assistance with an accommodation due to a disability or information on alternate ways to apply, email [HR@nccdglobal.org](mailto:HR@nccdglobal.org) or call (800) 306-6223.