



Center for Dispute Resolution and Restorative Justice

Restorative Justice Specialist

The Opportunity

The Restorative Justice Specialist is an innovative and exciting position for an energetic professional interested in developing, delivering, and implementing restorative justice services and programming in southern Oregon. Restorative Justice is a community based approach to justice used to strengthen communities, repair harm and restore relationships when wrongdoings occur. It is based on a core set of principles that emphasize healing and repair over punishment, inclusion over exclusion, and individual accountability with a high level of community support.

The Restorative Justice Specialist must have a strengths-based and trauma-informed approach and philosophy when working with all people. The Restorative Justice Specialist will work as part of a team to provide training, consultation, and service delivery to support the implementation and application of restorative justice within school, criminal justice, and community settings. This position will be responsible for providing direct service to those who have been impacted by crime or wrongdoing, including offenders, victims, families, school staff, community members and other key stakeholders.

Description of Duties

- **Training and Coaching**
 - Deliver restorative justice trainings to diverse stakeholder groups at implementation sites and within the community
 - Model and provide on-site support and coaching to staff and partners at implementation sites in community building activities and restorative interventions
 - Collaborate with stakeholder groups to integrate and systematize restorative justice practices into existing frameworks (i.e. Positive Behavioral Interventions and Supports, trauma-informed approaches, Positive Human Development)
- **Consultation**
 - Provide consultation and support around implementation, policy and system changes, and aligning building culture with restorative justice
 - Track progress and make recommendations to implementation sites through written and in-person reports
 - Work collaboratively with site leadership and implementation teams to develop multi-year implementation plans
 - Support implementation teams and engage stakeholder voices to implement plans activities
- **Direct Service**
 - Facilitate youth offender competency development classes, bullying intervention and conflict resolution programs
 - Provide accountability coaching to youth who have caused harm and provide support to victims and others impacted, identifying their needs and empowering them in the justice/discipline process
 - Prepare participants and facilitate restorative dialogues, conferences and responsive circles in the aftermath of harm

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- **Program Coordination, Development, and Administration**
 - Coordinate program activities including case tracking, dialogue scheduling and data tracking and recording
 - Collaborate with Directors to improve current programming and develop new opportunities for service delivery
 - Maintain and build professional relationships with regional schools, victim services, law enforcement, Juvenile Department, youth corrections, community partners and other key stakeholders
 - Coordinate, mentor, and train program volunteers
 - Document cases and log entries into case management software
 - Collect and manage data and generate service reports

- **Other Duties as Assigned**

Required Skills/Experience

- Four year degree in a related field, or equivalent experience
- Theoretical and practical understanding and commitment to restorative justice values, principles and practices
- Ability to facilitate difficult conversations with youth and adults
- Excellent oral and written communication skills including public speaking and presenting
- Excellent networking and relationship cultivation skills
- Competence with MS Office and data management systems
- The ability to work effectively across cultures as well as sectors, celebrating and incorporating the gifts that diversity brings to our work, our lives, and our practice
- Flexibility, humility, and a sense of humor
- Self-starter, initiator, strong professional boundaries, ability to multi-task, and see projects to completion

Physical Demands

- Must be able to travel to work locations across southern Oregon region
- Must be able to help transport supplies (such as manuals, charts, easels, laptops) to various work locations

Preferred Skills/Experience

- Direct experience facilitating restorative dialogues and implementing restorative justice
- Experience facilitating groups and trainings
- Experience working in a K-12 educational setting
- Knowledge and skills in equity, cultural competency, and cross cultural communication
- Experience building curricula and training modules that accommodate different ages, cultural worldviews, and learning styles
- Experience working with systemic and organizational change
- Bilingual (English/Spanish)
- Completion of basic mediation training, according to the standards set by the Oregon Judicial Department for Civil Mediators. If the candidate does not have this training, the candidate should be prepared to complete it within the first year of hire.

About Resolve

Resolve has served southern Oregon communities since 1990 by helping people manage conflict through mediation, restore harmed relationships and communities through dialogue, and advance peace through education and training. ***Resolve transforms the way the people and communities of southern Oregon manage and resolve conflict and repair from harm.***

Since its beginning, Resolve's mediation services have expanded to include dispute resolution in the areas of family relations, divorce, schools, property, workplace, neighbor-to neighbor, landlord/tenant, small claims, elder and caretaker, adoption/birth/foster care, and foreclosure facilitation.

Each year Resolve produces professional level trainings and seminars open to the public and an in-depth Fundamentals of Mediation course that provides individuals with the education required to work as civil mediators. Resolve also partners with businesses and organizations to bring customizable conflict and communication trainings to their employees.

Resolve's restorative justice programs work with at-risk youth, crime victims, community members, and those impacted by juvenile crime. Restorative justice practices are brought to regional K-12 schools to help maintain a safe learning environment by strengthening relationships and teaching how to repair them when harm is done. Student bystander empowerment and bullying intervention education, student peer mediation, and restorative justice implementation are all part of Resolve's school based education programs and services.

Beautiful Southern Oregon

Medford is situated in the heart of southern Oregon's beautiful Rogue River valley, just off of Interstate 5 and about 27 miles north of the California-Oregon border. Pear orchards bloom profusely in the spring, surrounded by snow-capped peaks still white with the last snows of winter. The summers are very warm and fall colors are beautiful. Few places in Oregon combine scenic beauty, outdoor recreation, historical, and cultural attractions more successfully than southern Oregon. Medford and the neighboring towns, including Grants Pass, Ashland, and Jacksonville bring world-class arts, fine wine, and a friendly welcome.

Requirements for Employment

Criminal background check
Valid Oregon driver's license
Drug test may be required

Status	Full time, salary exempt (expected 36 hours per week, primarily Mon-Thurs)
Compensation	\$35K, 10 paid holidays annually, generous ETO, health insurance premium paid at 50% & HSA available
Time Commitment	Some evening and occasional Friday and weekend work may be required
Start Date	This is a hiring pool for interested candidates

How to Apply

Please submit a single-page cover letter, resume, and a list of four professional references (including contact information). Email your application materials (in the form of one clearly labelled PDF) to Deltra Ferguson, Ph.D., Executive Director, Resolve, in care of the Center Operations Coordinator (janet@resolvecenter.org). In the subject line of the email please type your full name and "Restorative Justice Specialist". **No phone calls please.**

Resolve is committed to building a culturally diverse team of practitioners and strongly encourages applications from minority candidates. Resolve does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in accordance with Federal and State law. In addition, Resolve does not discriminate based on gender identity or sexual preference.