JOB ANNOUNCEMENT

Manhattan Justice Opportunities
Clinical Director, Felony Alternative to Incarceration

The Center for Court Innovation is a non-profit organization that works to create a more effective and humane justice system by performing original research and helping launch reforms around the world. The Center creates operating projects that have been documented to reduce the use of jail and prison, assist victims of crime, and strengthen communities. Nationally and internationally, the Center performs original research and provides consulting services to justice innovators.

The Center for Court Innovation is seeking a Clinical Director to oversee a team of staff—including social workers, case managers, and a peer navigator—who work with defendants participating in the Manhattan Felony Alternative to Incarceration (ATI) Court. The ATI Court seeks to forge a new response to individuals charged with felonies by linking them to community-based social services. The Court is the first of its kind, providing an innovative model for other jurisdictions seeking to develop and implement meaningful post-conviction sentencing options for individuals facing felony charges.

Reporting to the Project Director, the Clinical Director will be responsible for leading a team of on-site staff who provide neutral, third-party assessments and case management services to the ATI Court. They conduct independent clinical assessments, prepare treatment recommendations for legal parties, provide referrals to a wide array of community-based services, and on-going comprehensive case management and compliance monitoring. The Clinical Director will work to strengthen the Felony ATI program, including assisting with strategic planning, program development, and data collection. This position is a unique opportunity to work on the cutting edge of justice reform by developing community-based responses to felony cases.

An essential and dynamic feature of the Clinical Director role is close collaboration with key stakeholders. In particular, the Clinical Director will work regularly and closely with the judge and court staff from New York County Supreme Court who oversee the Felony ATI Court, as well as with other key stakeholders, including the Manhattan District Attorney’s Office and New York City defense organizations. We strongly encourage and seek applications from women, people of color, members of the lesbian, gay, bisexual, and transgender communities as well as individuals with prior contact with the criminal justice system.

Responsibilities include but are not limited to:
Manage and provide weekly supervision for staff within the Felony ATI program, including social workers, case managers, and peer navigators;

Oversee clinical practices including, but not limited to: conducting and reviewing clinical assessments; treatment recommendations; case audits; case assignments; and compliance monitoring, as well as designing psycho-educational group curricula;

Carry a small caseload of high-needs participants and perform case management responsibilities, including conducting clinical assessments; developing treatment recommendations; providing referrals; and offering comprehensive, clinically-informed case management to help participants address issues such as substance use, mental health issues, trauma, domestic violence, housing and vocational needs, and other challenges in client’s life (e.g. new arrests, family court cases and other civil legal issues), as needed;

Coordinate and collaborate with a consulting psychiatrist;

Collaborate and maintain strong relationships with and be responsive to key stakeholders, including the judge, resource coordinator, prosecutors, defense attorneys, and other court and programmatic staff;

Participate in regular interdisciplinary case conferences with court stakeholders;

Attend court on calendar days, as needed, to help participants navigate court, supervise staff, and collaborate with court staff and stakeholders;

Develop, strengthen, and manage relationships with a network of community-based social service providers, including assisting in the development of MOUs and policies for referrals and reporting;

Maintain knowledge of the field of community-based social services and, as applicable, identify new services or providers to address the needs of ATI participants;

Provide ongoing oversight and quality assurance for both onsite programming and services offered by community-based service providers;

Develop and implement protocols to improve the efficiency and quality of services provided by clinical staff;

Assist with identifying, developing and implementing best clinical practices and testing new clinical approaches, including developing new group interventions;

Assist with identifying and conducting trainings for staff and key stakeholders;

Provide crisis interventions and de-escalation, as needed;

Ensure that staff maintain appropriate and up-to-date client information in electronic data-base and hard files to ensure that programming is effective, performance measures are met, and services have the desired outcomes;

Assist with toxicology testing and reporting, as needed;

Develop and facilitate trainings, as needed;

Assist with administrative responsibilities, including grant reporting requirements, as needed;

Attend Felony ATI Court meetings and events after hours, as needed; and

Assist with other relevant tasks, as assigned by the Project Director.

Qualifications:

- LCSW required;
- 6 years of relevant supervisory experience, including at least 4 years in the criminal justice field;
- Knowledge and/or lived experience related to the criminal justice system and its impacts on communities;
- Ability to constructively engage and navigate differing, at times, competing perspectives in a multi-disciplinary environment;
• Ability to manage and support a diverse workforce;
• Project management experience, including experience developing internal policies, allocating resources, and managing staff toward deadlines and performance goals;
• Excellent verbal and written communication skills;
• Experience working with drug/alcohol treatment, mental health, co-occurring disorders, and trauma-informed approaches;
• Knowledge of community-based resources throughout New York City;
• Experience and/or comfort working with both adolescents and adults;
• Commitment to, and experience using, holistic and strengths-based approaches, as well as the ability to work with people from diverse backgrounds in a culturally-competent manner;
• Highly organized, with strong time management and interpersonal skills;
• A self-starter and skilled communicator, who is comfortable working in a fast-paced multidisciplinary environment and prepared to help develop a new project from the ground up;
• Skill and openness to constructive engagement with the differing and, at times, competing perspectives of the different court stakeholders;
• SIFI certified or eligible;
• Knowledge and/or lived experience related to the criminal justice system and its impacts on communities, and
• Bilingual (English-Spanish) preferred.

**Position Type:** Full-time

**Compensation:** Salary range starts at $86,000 and is commensurate with experience. Excellent benefits package, including comprehensive health, dental and life insurance, four weeks paid vacation, paid sick time, TransitChek, Flexible Spending Account plans for health and dependent care, a 403(b) retirement plan and a 401(k) retirement plan with a generous employer match.

**Location:** Manhattan, New York

**How to apply:**
Click [here](#) to apply!

The Fund for the City of New York/Center for Court Innovation is an equal opportunity employer. The Center does not discriminate on the basis of race, color, religion, gender identity, gender expression, pregnancy, national origin, age, military service eligibility, veteran status, sexual orientation, marital status, disability, or any other category protected by law. We strongly encourage and seek applications from women, people of color, members of the lesbian, gay, bisexual, and transgender communities as well as individuals with prior contact with the criminal justice system.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete an employment eligibility verification document form upon hire. Only applicants under consideration will be contacted. No phone calls please.

**Date Posted:** 5/4/2020
Deadline to Apply: 07/28/20

Visit our website at www.courtinnovation.org.

The Center for Court Innovation is a project of the Fund for the City of New York.