



1100-B Milton St.
New Orleans, LA 70122

(504) 658-6860 office
(504) 658-6869 fax

lakidsrights.org

Policy Director

The Louisiana Center for Children's Rights (LCCR) is looking for a skilled Policy Manager to help grow our organization's capacity for public policy advocacy at the state and local level. This position will potentially join LCCR's Leadership team and work closely with an LCCR co-director and leadership of our direct representation teams to educate, organize, and mobilize our community and partners to advance LCCR's advocacy priorities and build collective power to transform the juvenile legal system in the state of Louisiana.

The Community You Will Join

The Louisiana Center for Children's Rights (LCCR) is a non-profit law office that fights to keep children out of the justice system so they can thrive in their homes and communities. We both represent individual children in their court cases and address the systemic issues that trap mainly poor, Black youth in the justice system.

Juvenile Defense: As the juvenile public defender in New Orleans, our Children's Defense Team represents over 90% of children in the city who come into contact with the juvenile justice system. We provide each child with a holistic team – a lawyer, social worker, investigator, and youth advocate – to address both the causes and consequences of an arrest. We also partner with East Baton Rouge Public Defenders Office to provide social workers and youth advocates to support their office's holistic defense of children.

Juvenile Life Without Parole: We represent the majority of Louisianans who are facing or serving life without parole sentences for crimes they committed as children, which the U.S. Supreme Court has ruled unconstitutional in all but the rarest cases. We know that children can and do change for the better, so we fight for their second chance.

State and Local Advocacy: We advocate for policies that reduce the number of children in the justice system and provide better alternatives to arrest and incarceration. For the kids who do enter the system, we support policies that keep them safe, protect their rights, and get them home as soon as possible.

The Difference You Will Make

The Policy Director will create, implement, and lead LCCR's statewide policy and advocacy strategies. This role includes managing a team that thinks critically through the intersecting lens of racism, poverty, and intergenerational trauma to influence and develop local and statewide policies that make it easier for youth to survive the legal system and thrive in their communities. Understanding the unique cultural norms of Louisiana and grounding those principles in everyday work through participant and community engagement are required job skills and core values.

Your Expertise

Minimum of four years of relevant work experience and Bachelor's degree *or* lived experience in criminal justice, with a focus on youth and their families preferred. Capability of policy drafting, knowledge of legislative processes, organizing, and advocacy in/around governmental institutions is required. Great oral and written communication skills with the ability to work within a diverse range of LCCR constituents, including staff, clients and their families, and community partners is expected. Detail oriented, strong multi-tasking skills and ability to work as part of a team and independently is valued. Travel for meetings and events throughout Louisiana is required.

Salary and Compensation

The Policy Director salary ranges from \$70,000 to \$80,000 depending on experience. LCCR offers employee benefits that include unlimited paid time off, six weeks paid parental leave, 100% covered health, dental, and vision insurance for employee and spouse or children, a mental health stipend, and employer-matched retirement plan.

The position is a hybrid of in-person and remote work and is full-time. No other compensated work is permitted.

To Apply

Please provide a resume, three professional references, and a cover letter explaining your interest in the position and how your life intersects with Black youth and incarcerated people to jobs@lakidsrights.org. In subject line of the email, please write "Policy Director." Applications will be considered on a rolling basis and the position will remain open until filled.

LCCR values diversity and is an equal opportunity/affirmative action employer. People of color, women, LGBT persons, people with disabilities, and those directly impacted by the justice system are encouraged to apply for all positions.