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lakidsrights.org

Policy Associate

The Louisiana Center for Children's Rights (LCCR) is looking for a skilled Policy Associate to support the development and implementation of our organization's policy and advocacy strategies at the state and local level. This position will report directly to LCCR's Policy Director and work closely with other members of LCCR's team, and community partners to advance LCCR's priorities and build collective power to transform Louisiana's youth legal system.

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 provide reentry and aftercare support to those children returning to their communities after incarceration. Additionally, we partner with the East Baton Rouge public defender to provide social work support to arrested children there as well, expanding our reach to Louisiana's two largest cities.

State and Local Advocacy: We advocate for policies that reduce the number of youth in the legal 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 Associate will track, develop, and analyze data, policy proposals, and legislative activity. Through project management, the Policy Associate will help develop resources that will enhance youth justice efforts across the state. As the juvenile public defender in New Orleans, we represent over 90% of children in the city who come into contact with the youth legal 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. The Louisiana Legislature's regular session—from March through June 2024—saw the introduction of a plethora of dangerous bills that threaten civil rights and liberties in our state.

The most recent legislative session expanded incarceration at great cost to the people of Louisiana, deeply impacting our state's most vulnerable youth. As such, we are expanding our policy team to ensure that the young people of Louisiana stay out of the harmful legal system and can thrive where they belong: at home, at school and in the community.

Your Expertise

Candidates are expected to be fast-learners who are flexible and team-oriented, have strong interpersonal skills, and have proficient-to-advanced skills with MS Office suite. Experience with data analysis and familiarity with youth justice issues are preferred. The policy associate will be responsible for researching and producing digests of state youth justice statutes and policies and may be required to author content on specific youth justice related topics. As an equal opportunity employer, we highly encourage people of color to apply.

Minimum of two or more years of relevant work experience, and/or Bachelor's degree or equivalent education and/or lived experience with the criminal legal system with a focus on youth and their families required. Capability of policy drafting, knowledge of legislative processes, organizing/advocacy, and 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 volunteers is required. 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.

Major Areas of Responsibility

- Research and understand federal, state, and local policies impacting arrested and incarcerated youth;
- Prepare periodic research summaries for staff as necessary;
- Analyze, synthesize, and summarize dense and complex information accurately, clearly, and within a short time limit;
- Provide additional project support including but not limited to preparation of presentations;
- On occasion, attend relevant meetings, briefings and events for the purposes of taking notes and reporting back to staff;
- Review, draft, and provide written comments and/or testimony on pending legislation, regulations, and other state and local policies (such as city or parish policies and ordinances);
- Develop position papers, policy briefs, fact sheets, training materials, advocacy tools and other communications materials;
- Work closely with and develop partnerships with community members, Office Youth and Families, the Office of Juvenile Justice, Orleans Parish Juvenile Court, and other agencies
- Recruit allies at the state, regional, and local level to assist with and contribute to policy and advocacy efforts.

Like many nonprofit organizations, LCCR operates in a dynamic environment. Therefore, growth opportunities and responsibilities for this position may evolve in response to new strategic priorities and funding opportunities.

How We'll Take Care of You

The salary range is \$50,000 to \$66,000. LCCR offers employee benefits that include flexible paid time off, parental leave, 100% covered health insurance, dental and vision insurance for employee and spouse or children, and retirement plan matching. Some remote work is allowed. The position is full-time, and no other full-time compensated work is permitted.

To Apply

Please provide a resume, cover letter and a work sample (it can be with Black youth and people who have been incarcerated) to jobs@lakidsrights.org. In the subject line of the email, please write "Policy Associate." Applications will be considered on a rolling basis and the position will remain open until November 8, 2024.

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.