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Policy Manager

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.

Organizational Overview

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.

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.

Position Responsibilities

The Policy Manager position will have a social/youth justice component on the state and local level that requires critical thinking through the lens of racism and intersections with poverty & intergenerational trauma. Knowing the core principles of antiracism and grounding those principles in everyday work through participant and community engagement are required job skills and core values. As an equal opportunity employer, we highly encourage people of color to apply.

Required Qualifications

Minimum of two or more years of relevant work experience, and/or Bachelor's degree or equivalent education and/or lived experience in criminal justice with a focus on youth and their

families preferred. Capability of policy drafting, knowledge of legislative processes, organizing/advocacy, and in/around governmental institutions is highly preferred. Ability to create and execute campaigns aimed at transforming the youth legal systems. 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.

Salary and Compensation

The salary range is \$48,000 to \$80,000. LCCR offers employee benefits that include generous paid time off, parental leave, 100% covered health insurance, dental and vision insurance for employee and spouse or children and retirement plan. Some remote work is allowed with caseload. The position is full-time, and 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 to jobs@lakidsrights.org. In subject line of the email, please write "Policy Manager." 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.