

Deputy Director

The Policing Project at New York University School of Law is seeking an experienced professional to join our team as Deputy Director. This position is based in New York City. An ideal candidate will have a substantive background in criminal justice and/or policing work, experience and capability in project and relationship management, and an interest in taking on a management role in a growing social justice organization.

Background on the Policing Project

The Policing Project partners with communities and police across the country to promote public safety through transparency, equity, and democratic engagement. We bring an innovative and creative approach to this area, one grounded in democratic values. Our approach is moving the needle in tangible ways.

Central to our work is the idea of front-end, or democratic, accountability: promoting public voice in setting transparent, ethical, and effective policing policies and practices *before* the police act. The goal is achieving public safety in a manner that is equitable, non-discriminatory, and respectful of public values.

In pursuing our mission, we work in close collaboration with groups from across the ideological spectrum and with stakeholders that often find themselves at odds, including policing agencies, community organizations, governments, and other non-profits.

Broadly speaking, our work is centered around three focus areas:

- *Front-End Voice in Policing*: We are helping to ensure that the public has a voice in how it is policed, and that policing decisions are based in sound research, to promote public safety and avoid harm. Our work often is centered in marginalized or minority communities.
- *Regulation of Policing Technology*: We are working to bring transparency and public values to the adoption of new policing technologies, particularly those that pose threats to privacy and racial justice. We are working with policing leaders, community leaders, and technology companies to create a framework for the sound regulation of technology.
- *Re-Imagining Public Safety*: We are seeking to foster an invigorated national conversation about what public safety means, and how it is best achieved.

In addition, we use a variety of tools to do our work, among them social science research, cost-benefit analysis, and litigation.

You can learn more about our work—past and present—at www.PolicingProject.org.

Job Description & Responsibilities:

The Deputy Director will report to the Policing Project's Faculty Director and Executive Director, and is expected to take on substantial management and substantive responsibilities, namely:

- Working as part of the three-person management team on key strategic decisions about the organization, including taking on new projects, staffing decisions, communications strategy, development planning, and more;
- Assisting in the day-to-day management of the Policing Project, including:
 - Supervising staff and interns;
 - Managing on-the-ground projects;
 - Overseeing day-to-day grant and budget-related decisions, and regularly reviewing the finances of the organization;
 - Managing and developing outside relationships; and
 - Communicating with funders on specific projects and initiatives.
- Developing and managing new and existing research and writing projects—particularly around bringing front-end voice to policing and reimagining how we can achieve public safety without overreliance on the police—by:
 - Developing proposals;
 - Engaging in field work, such as site visits, interviews, and focus groups;
 - Coordinating and working with many research partners, including academics and experts from across the country, policing agencies, community organizations, non-profits, municipal leaders, and others; and
 - Writing, editing, and supervising reports, blog entries, and academic publications describing our research.

Desired Experience and Qualifications:

We seek to hire someone with a deep passion for improving policing and public safety, with the experience and the ability to manage projects and relationships independently. Given the cutting-edge and innovative nature of our work, and the fact that it often occurs around fraught social issues, we are looking for someone who is a problem solver with maturity and judgment. We will consider the following qualifications, but do not expect any applicant to have all of them:

- Graduate degree preferred, such as an M.A., J.D., or Ph.D., but not required;
- At least five years of professional experience;
- Strong familiarity and/or interest in policing and public safety (or related fields), racial justice, and civil rights/civil liberties;
- Experience with and an interest in staff and project management, particularly with multi-member/multi-team projects;
- Strong interpersonal skills (be it talking with a police chief, a line officer, a community organizer or activist, a government official, or an academic) and a willingness to maintain and develop professional relationships;
- Excellent judgment and the ability to keep many balls in the air without dropping them;
- Strong written communications skills.

This position is based in New York City, but also requires a willingness to travel and the ability to represent the Policing Project in public.

The Policing Project heartily welcomes applicants from diverse background, and is an equal opportunity employer. We do not discriminate on the basis of age, citizenship status, color, disability, marital or parental status, national origin, race, religion, sex, or sexual orientation.

Application Instructions

To apply please email a cover letter, resume, and unofficial transcript(s) to Nicole Bernardo, nicole.bernardo@nyu.edu. Indicate “Deputy Director Application” in the subject line. Cover letters should include when you are available to start and any salary requirements. Applications will be reviewed on an ongoing basis, and you will be contacted if selected for an interview.

Salary commensurate with experience and competitive with other New York based non-profits in the field. Compensation includes excellent benefits, including medical, dental, and vision. Further information regarding benefits can be found here: <https://www.nyu.edu/employees/benefit/full-time/professional-research-staff/benefits-guide-2019.html>.

NYU is an Equal Opportunity Employer and is committed to a policy of equal treatment and opportunity in every aspect of its recruitment and hiring process without regard to age, alienage, caregiver status, childbirth, citizenship status, color, creed, disability, domestic violence victim status, ethnicity, familial status, gender and/or gender identity or expression, marital status, military status, national origin, parental status, partnership status, predisposing genetic characteristics, pregnancy, race, religion, sex, sexual orientation, unemployment status, veteran status, or any other legally protected basis. Women, racial and ethnic minorities, persons of minority sexual orientation or gender identity, individuals with disabilities, and veterans are encouraged to apply for vacant positions at all levels.

EOE/AA/Minorities/Females/Veterans/Disabled/Sexual Orientation/Gender Identity