

## Detroit Safety Team is looking for a Director of Restorative Programming!

The [Detroit Safety Team](#) (DST) supports Detroiters in their ability to navigate conflict, harm, and abuse via non-punitive practices; shifting the collective understanding of accountability and personal responsibility. To transform harm, we deepen our interconnectedness and develop a shift in ownership over our safety and the safety of our community.

We promote a culture of safety absent of police presence, offer consultations with groups and individuals regarding safety and accountability, and facilitate the creation of tools and tactics of self-reliance that work outside of the structures of the state.

### **Purpose:**

The new staff will join the core Directors of DST as **Director of Restorative Programming**. In addition to their specific job duties, the new Director will be responsible for contributing to the organizational efficacy, leading the work and efforts of DST as a whole, and maintaining relationships with our fiscal sponsor (Allied Media Projects), our DST members, partners and advisors, as well as our relationships with the community in the city and beyond.

The Director will also be instrumental in the development of the new DST Neighborhood Fellowship Program. An exciting new initiative that provides training to Detroit residents in Restorative Practice, Community Accountability Processes and practices of Transformative Justice, as a means of developing long standing measures to replace the need to rely on Police and the Justice System in navigating harm within our communities.

### **Job Description:**

The Director of Restorative Programming is expected to coordinate the strategic and practical implementation of Care, Culture, and programming both externally and internally with DST.

As Director of Restorative Programming, you will be responsible for facilitating and managing the following external processes, with the aim to support individuals and communities in navigating conflict and harm:

- Restorative Practice/Circles/Conferences
- Community Accountability
- Mediation
- Transformative Justice.

This includes responding to client requests between peer individuals, teammates, and businesses in the Detroit area.

You will also be expected to build and manage models of restorative care and connection that

reflect our values and practice within the Detroit Safety Team. This includes creating and stewarding:

- (1) [Organizational Pod Mapping](#)
- (2) Organizational & Employee Care Plans

**Responsibilities:**

Facilitating and Managing Conflict Reconciliation Processes  
Internal Care

**Qualifications:**

- Trained and experienced facilitating in any/all of conflict reconciliation process:
  - Community Accountability
  - Restorative Practices/Circles/Conferencing
  - Transformative Justice
  - Mediation
  - De Escalation
- Able to work self-sustainably and as part of a team
- Excellent active listening skills
- Experience using Google Suite software
- Create and maintain action plan timelines and meet deadlines
- Excellent verbal and written communication skills
- Manage small groups
- Able to be empathetic
- Metro Detroit residence strongly preferred
- Skill in using reflective questioning
- Experience building and sustain relationships
- Dependable and clear communicator
- Able to express personal work capacity

**Relevant Experience:**

We come to this work with our own reasons and experiences, that help keep us grounded in our purpose. Detroit Safety Team is inherently seeking to shift the current culture of harm and healing in the city of Detroit. This is not easy work but we are doing it on the shoulders of really amazing folks who have been doing restorative justice, transformative justice and alternative models of healing harm within the community. It is important for our staff to embody and believe in the work of Transformative Justice.

*This might be a fit for you if you have previously worked as a(n):*

- Early Childhood / School Age Development
- Bartender
- Social Worker
- Community Activist/ Organizer
- Counselor / Advisor

**Education & Training:**

*The following are the acceptable and preferred metrics of training and education. Please note, we value ALL types of education; academic and experiential. Do not allow the absence of one of these merits to deter your application.*

- Associate's Degree
- Bachelor's Degree
- Dispute Resolution
- Peace & Conflict
- Master's Degree
- Restorative Practice
- Community Accountability
- Transformative Justice
- Workshops & Certifications
- Generative Somatics

**Salary and Work Requirements:**

This is a contract position. You will be asked to work a minimum of 10-15 hours per week at a compensatory rate of \$1,000/mo. You may work remotely within Detroit.

Start date of January 5, 2021. Priority will be given to applications received by November 13, 2020. All inquiries about the position and applying can be directed to [jobs.dst313@gmail.com](mailto:jobs.dst313@gmail.com).

**How to Apply:**

In addition to providing a cover letter, resume, and list of references (3), please answer the following questions. Responses should be limited to 2 pages.

1. Please describe an experience where you built a bridge between differences. Think about identity and ideology, and strategies in navigating conflict.
  2. Describe a time when you supported someone in showing up as their best self (in being accountable or a healing process).
  3. Please describe your relationship to the city of Detroit, and why it is important?
- All applicants should include: "Name/Director of Restorative Programming" in the subject line of the emails.
  - Please email responses and resumes to: [jobs.dst313@gmail.com](mailto:jobs.dst313@gmail.com)

**Application process is open until Friday, Nov. 13, 2020**

*The intended start date for this position will be early January 2021 . All applicants not selected for an interview will be notified via email by the week of 11/16/2020.*

*Note: Allied Media Projects is an Equal Opportunity Employer and does not discriminate on the basis of race, creed, color, gender, gender identity, gender expression, age, ethnicity, national origin, immigration status, sexual orientation, religion, HIV serostatus, disability, height, weight, veteran status, marital status, or economic class. DST accepts applications from individuals of every identity. If you intersect with any of these identities, know that your contributions and leadership are especially valuable at DST.*