



Job Description

Associate Director, Restorative Practices and Culture

Position Summary

Deep Center's Associate Director of Restorative Practices and Culture is a 40 hour/week salaried position that reports directly to the Director of Restorative Practices and Culture.

The Associate Director functions as a facilitator, curriculum designer, coach, and champion for growth, healing, and transformation of systems by and through individuals. The work will primarily be with adults, but may be informed by and in partnership with young people. The person in this position draws on their knowledge of the inner workings of schools and other youth-serving institutions as well as the principles of equity-centered restorative justice and trauma-informed practices to design learning activities and support specific changes within schools. As the driver of Deep Center's programming within SCCPSS they act as collaborative thought-partners with administrators and educators to develop and help implement context-specific projects and resources that contribute to the incremental work of sustainable systems change.

Responsibilities:

Program Development

- Build and maintain relationships with school leaders, educators and other community partners
- Design and provide technical support, coaching, and training to adults working in youth-serving institutions to increase the use of restorative practices.
- Collaboratively design context-specific policies and tools that reflect restorative principles.
- Plan and execute project plans to support systems change
- Collect program evaluation and impact data
- Draft reports on program accomplishments, activities, and lessons learned

Skills & Experience

- Understanding of inner workings of schools (e.g. staffing structures, potential

interpersonal dynamics, impact of local or state policies, what a 'typical' day in the life of a teacher or administrator looks like)

- Professional experience working in a school
- Strong facilitation skills, including the ability to engage individuals with different backgrounds or roles in learning and discussion.
- Excellent interpersonal, verbal, and written communication skills
- Experience in designing and implementing workshops and trainings for adults
- Project and event coordination skills
- Ability to prioritize work, meet deadlines, and produce quality results on time
- Ability to work independently and as part of a team
- Ability to be flexible and adaptable
- Commitment to Deep Center's culture of collaboration, inclusivity, openness, and mutual respect; and to diversity, equity, and inclusion

Salary Range \$50,000 - \$55,000 - commensurate with experience

Benefits: Health, vision, and dental insurance, short & long-term disability insurance, employer sponsored retirement account, and generous paid time off.

Reports to: Director, Restorative Practices and Culture

Status: Full Time, Exempt

Location: Savannah, GA

Start date: August 2024 (position open until filled)

EEO/AA

Deep Center is an equal opportunity employer and welcomes everyone to join our team. We strongly encourage people of color, LGBTQ+ people, and those with lived experiences that reflect the Savannah community to apply. Job applicants and staff shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical conditions.

Aren't sure if you meet every single requirement? Studies have shown that people from marginalized communities are less likely to apply to jobs unless they meet every single qualification. At Deep Center, we are dedicated to building a diverse, inclusive and equity-driven workplace. So if you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable

accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Much of the work of this position is completed while sitting at a desk, using a computer and phone. Requires talking, hearing and visual acuity sufficient to perform these major functions.
- Frequently requires navigating a physical office space and attending meetings and events at alternate locations.

Occasionally includes reaching above shoulder heights, below the waist or lifting up to 25 pounds for office equipment, supplies and materials.

To apply:

Email 1) cover letter, and 2) resume to "jobs@deepcenter.org". Include "Associate Director, Restorative Practices and Culture" in the subject line. Position will be open until filled with rolling interviews. Do not wait to apply. ***Applications without a cover letter will not be considered.***