

Salvation and Social Justice

Liberating Public Policy Theologically

Job Title: Restorative Justice Facilitator

Location: Trenton, NJ

About the Trenton Restorative Street Team (TRST): Since its inception in 2021, the Trenton Restorative Street Team has been instrumental in reducing community violence, particularly gun violence, in Trenton. With a proactive approach that includes responding to incidents, connecting residents to services, and hosting community events, TRST has fostered a safer and more supportive environment. Their efforts have contributed to a significant reduction in violence in the city, demonstrating the effectiveness of community-based programs in collaboration with law enforcement and other partners [\[1\]\[2\]](#).

Job Summary: We are looking for a Restorative Justice Facilitator to join our street team in Trenton. This individual will play a crucial role in facilitating restorative justice circles, community conferencing, and conflict resolution initiatives aimed at addressing community violence. The candidate will have a strong background in dealing with gun and interpersonal violence and will work alongside our policy team to inform legislation and resolve internal conflicts. Additionally, the facilitator will serve as a trainer for our Black church partners outside of Trenton.

Key Responsibilities:

- **Conflict Resolution:** Actively engage in resolving conflicts related to community violence, including gun and interpersonal violence, through restorative justice circles and community conferencing. This involves direct intervention in incidents, mediation between parties, and fostering a space for dialogue and healing.
- **Policy Collaboration:** Work in tandem with our policy team to translate insights from street-level interventions into actionable policy recommendations. This includes attending meetings, drafting reports, and advocating for legislative changes that support restorative justice and violence prevention.
- **Internal Conflict Management:** Utilize restorative practices to address and resolve internal conflicts within the organization. This requires a deep understanding of organizational dynamics and the ability to facilitate discussions that lead to constructive outcomes.
- **Training and Capacity Building:** Serve as a key resource in training our Black church partners and other community stakeholders in restorative justice principles and practices. This includes developing training materials, conducting workshops, and providing ongoing support to ensure the sustainability of restorative practices.
- **Community Engagement:** Foster strong relationships with community members, local organizations, and law enforcement to build trust and collaboration. Participate in community events and initiatives that promote peace and restorative justice.
- **Data and Reporting:** Collect and analyze data on the impact of restorative justice interventions on community violence. Prepare reports that highlight successes, challenges, and opportunities for improvement, contributing to the continuous development of our programs.

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- **Advocacy and Outreach:** Act as an ambassador for restorative justice, raising awareness about its benefits and advocating for its adoption in various settings. Engage with media, participate in public speaking events, and contribute to publications on restorative justice.

These responsibilities are integral to our mission of reducing violence and promoting healing in the community. The Restorative Justice Facilitator will be a cornerstone in our efforts to create a safer, more just, and more peaceful Trenton.

Qualifications:

- **Educational Background:** A degree in social work, psychology, criminal justice, or a related field is preferred. Additional certifications in conflict resolution, mediation, or restorative justice practices are highly desirable.
- **Professional Experience:** A minimum of 3-5 years of experience in restorative justice or conflict resolution roles, with a focus on community violence, gun violence, and interpersonal violence.
- **Restorative Justice Expertise:** In-depth knowledge of restorative justice principles and practices, including the facilitation of restorative circles, victim-offender mediation, and community conferencing.
- **Conflict Resolution Skills:** Proven ability to de-escalate tense situations, mediate disputes, and facilitate dialogue between conflicting parties.
- **Cultural Competency:** A strong understanding of the cultural dynamics within Trenton and the ability to work respectfully and effectively with diverse populations.
- **Communication Skills:** Exceptional verbal and written communication skills, with the ability to convey complex concepts in a clear and accessible manner.
- **Training and Development:** Experience in developing and delivering training programs, particularly in the context of restorative justice and violence prevention.
- **Policy and Legislation Acumen:** Familiarity with policy development processes and the ability to contribute to legislative discussions informed by on-the-ground experiences.
- **Data Analysis:** Competence in collecting and analyzing data to assess the impact of restorative justice interventions and inform continuous improvement.
- **Teamwork and Collaboration:** Strong collaborative skills, with the ability to work effectively as part of a multidisciplinary team and build partnerships with various stakeholders.
- **Personal Qualities:** Empathy, patience, resilience, and a deep commitment to social justice and community healing.

The Restorative Justice Facilitator will be a key member of our team, bringing expertise and passion to our efforts to reduce violence and promote healing in Trenton. We look forward to welcoming a candidate who shares our vision and is ready to make a significant impact.

Preferred Experience:

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- **Violence Intervention Expertise:** Extensive experience in violence intervention strategies, particularly in the context of gun violence and interpersonal violence. A track record of developing and implementing successful intervention programs.
- **Community-Based Initiatives:** Demonstrated involvement in community-based initiatives aimed at violence prevention and community healing. Experience in building and maintaining partnerships with local organizations, law enforcement, and community leaders.
- **Legislative Insight:** A solid understanding of the legislative process and experience in advocating for policies that support restorative justice and violence prevention. Ability to navigate the complexities of policy-making to achieve meaningful change.
- **Faith-Rooted Engagement:** Experience working with faith-rooted organizations, with a nuanced understanding of their values and approaches to community work. Ability to align restorative justice practices with faith-rooted principles.
- **Training and Mentorship:** Proven ability to train and mentor individuals and groups in restorative justice practices. Experience in curriculum development and facilitation of training sessions.
- **Data-Driven Approach:** Competence in using data to inform program development and to measure the effectiveness of violence intervention efforts. Familiarity with data collection, analysis, and reporting tools.
- **Crisis Management:** Experience in crisis management and rapid response to incidents of violence. Ability to remain calm and effective under pressure.
- **Public Speaking and Advocacy:** Strong public speaking skills and experience in advocacy. Ability to represent the organization in public forums, conferences, and media appearances.
- **Cultural Sensitivity:** Deep cultural sensitivity and understanding of the diverse communities within Trenton. Commitment to inclusive practices and equity in service delivery.
- **Collaborative Leadership:** Leadership experience in a collaborative environment, with the ability to inspire and mobilize teams towards common goals.

The Restorative Justice Facilitator will bring a wealth of experience and a deep commitment to our mission of reducing violence and promoting healing in Trenton. We are eager to welcome a candidate who can contribute to our team with their expertise and passion for social justice.

Our Commitment: We are dedicated to healing and strengthening our community through restorative justice. Our mission is to address community violence both proactively and reactively, with a foundation rooted in faith and community collaboration.

Application Process: Interested candidates should submit a resume highlighting their experience in restorative justice, conflict resolution, and violence intervention, along with a cover letter detailing their interest in the role and their vision for community healing.

We are an equal opportunity employer and strongly believe in the value of diversity. We encourage applications from individuals of all backgrounds, without regard to race, religion, gender, sexual orientation, age, or disability.

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Join our mission to foster peace and restoration in Trenton. Apply to be a Restorative Justice Facilitator today!

SALARY & BENEFITS

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ABOUT SALVATION AND SOCIAL JUSTICE

Salvation and Social Justice (SandSJ) is a non-partisan Black faith-rooted organization that believes liberation should precede legislation and prophetic vision should precede public policy. SandSJ is a leading organization in New Jersey for racial justice issues, the campaign to abolish the drug war and the criminalization of Black people. SandSJ's advocacy has led to the statewide adoption of racial impact analysis for sentencing, closure of youth prisons, voting rights restoration for people on probation and parole, the independent prosecutor law, and restricting solitary confinement. SandSJ led the campaign to free thousands of incarcerated people from New Jersey's deadly prisons due to Covid-19 pandemic, making it the singular decarceration event in New Jersey's history. Moreover, SandSJ played a pivotal role in community organizing and advocating Restorative Justice legislation in New Jersey.