

Raphah Institute

Accountability Coach

Reports to the ARC Program Manager

Who we are:

Raphah Institute is a 501(c)3 organization dedicated to the idea that when people have the opportunity and resources to live trauma-free lives, they will. We partner with community stakeholders to design, implement, and scale systemic solutions that restore people's access to housing, healthcare, economics, education, and social support.

Who you are:

You believe that relationships are the most critical lever of change. Forming and maintaining safe, stable, nurturing relationships are at the core of who you are.

You are a creative and driven individual looking to join a team of restorative justice practitioners, therapists, educators, mentors, consultants, and researchers looking to create change in greater Nashville and beyond.

You share Raphah Institute's vision of a Nashville free from harm and trauma; you are dedicated to combating poverty and injustice.

You have a passion for working with people from all walks of life. You are a compassionate, dedicated person who wants to help empower communities to heal.

Specifics

Raphah Institute seeks an experienced, hard-working, organized, enthusiastic person with excellent people skills to join its team. Two positions are available: one based out of our Nashville, Davidson County office and the other based out of our Memphis, Shelby County office.

Raphah Institute operates a restorative justice-based alternative to prosecution and incarceration and a victim service program for felony cases ranging from home burglary to homicide. The project, known as Accountability and Restoration Conferencing (ARC), brings 16- to 26-year-olds responsible for crimes together with those they have harmed and their support people in a facilitated dialogue to determine appropriate sanctions to replace a prison sentence. The project engages and prepares all parties, convenes the conversations, and provides supervision and support to both those harmed and those responsible for the crime. It aims to meet the needs of people harmed by crime, prevent further violence, minimize the unnecessary use of incarceration, and improve people's experience of justice.

Why You Should Apply

- Earn a competitive salary with medical benefits and flexible paid time off.

- Receive extensive training and support in learning and implementing the Raphah Institute's model, surrounded by a support network within Raphah Institute and at the more extensive national restorative justice network.

- Work with passionate and dedicated Restorative Justice Practitioners who, like you, are willing to do whatever it takes to make a difference in the life of a youth

- Embark on a career in which you can go to work every day knowing that you are making an impact.

Duties and Responsibilities

Conduct individual preparatory sessions with responsible parties (defendants) before their facilitated dialogues with those they have harmed;

Conduct intakes and assessments with responsible parties;

Co-facilitate dialogues with harmed and responsible parties;

Rigorously supervise responsible parties as they complete their agreements;

Connect responsible parties to appropriate services and supports;

Monitor engagement, accurately enter data and notes, and prepare accurate reports for the court;

Deliver trauma-informed curriculum and services;

Facilitate responsible party groups with a focus on violence, trauma, gender, sexuality, and health, if appropriate.

Educational Requirements

High School Diploma with at least five years of work experience preferred;

Three or more years experience working with system-involved youth and/or adults required;

Preferred Knowledge (not required but makes you a more competitive applicant):

Bilingual skills (English/Spanish)

Familiarity with Salesforce preferred

Preferred Experience (not required but makes you a more competitive applicant):

Strong group case work skills

Experience working with survivors of crime/trauma and delivering trauma-informed care.

Experience working with system-involved youth and adults

Experience in conflict resolution, restorative justice, and violence intervention

Formerly incarcerated people are strongly encouraged to apply

Preferred Personal Competencies

Excellent organizational and time-management skills

Creativity and willingness to learn new skills

Strong ability to work both in a team and independently

Strong interpersonal skills coupled with high emotional intelligence

Serious commitment to social justice

Ability to think and work intersectionally, particularly about race, class, gender, sexual orientation, and gender identity, and a demonstrated commitment to continual learning

Anti-racist analysis and practice

Deep knowledge and understanding of the criminalization of communities of color and the criminal justice system;

Communication Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of participants or employees of an organization.

Reasoning Ability:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret technical instructions in mathematical or diagram form and deal with abstract and concrete variables.

Physical Demands:

An employee must meet the Physical Demands described here to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.

- While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to stand, walk, stoop, kneel, crouch, or crawl.

Work Environment:

The Work Environment characteristics described here represent those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. The noise level in the work environment is usually moderate. You must possess a valid driver's license, auto insurance, and reliable transportation to travel to clients' homes and possibly transport multiple clients simultaneously. Must live within a 30 – 45-minute travel time from the service area.

Salary and Benefits

Salary: \$55,000-\$62,000/year. Benefits include:

- Medical
- Dental
- Personalized and Responsible Paid Time Off
- Flexible work location