

Senior Consultant, Justice

LOCATION: Oakland, CA (currently hybrid)

HOURS: Full time, exempt

SALARY: Starting at \$90,000, commensurate with experience and location

The Opportunity

Are you looking to affect change through research and consulting? Do you have experience managing multiple, simultaneous mixed-methods evaluation and/or strategic and program planning projects? If so, we encourage you to explore our Senior Consultant role. At Resource Development Associates (RDA), Senior Consultants manage diverse collection of projects that leverage their consulting services (e.g., evaluation, planning, grant writing) and content expertise (e.g., juvenile justice, mental health, economic development). The Justice team works collaboratively with a range of clients and stakeholders (e.g., County probation departments, behavioral health departments, community-based organizations) on projects spanning alternatives to incarceration including diversion programs and collaborative courts; county's implementation of Prop 47-funded programs; probation reform; and evaluations/planning of services intended to prevent justice-system involvement or support individuals who are justice-involved. For this opportunity, subject matter expertise in criminal/juvenile justice, youth development, and/or community health is preferred. The Senior Consultant position is mid-level in our consulting career path and can lead to other levels of employment.

About RDA and the Justice Practice

For more than 35 years, RDA has provided consultation to public, private, and social sector organizations working across the public safety net to address persistent social, health, and economic problems. Our services include research, assessment, planning, grant writing, organizational development, training and coaching, facilitation, data system development, and evaluation. We believe in working collaboratively with one another and with our clients, and that curiosity and compassion are keys to making progress.

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What You'll Achieve in Your First Year

As a Senior Consultant, you'll lead multidisciplinary teams, develop mastery as a subject-matter or skills expert, and employ your analytical and creative thinking skills to tackle clients' thorniest issues. You'll work on several consulting projects simultaneously, leading and collaborating with others who bring different backgrounds and skillsets. Every day and every project is different and we are constantly learning, but here is a sample of what you can expect to experience and accomplish in your first year:

Project Management and Client Engagement

- Lead projects with high levels of complexity, ambiguity, and intensity across multiple content areas and consulting services (evaluation, planning, etc.)
- Lead client-facing activities
- Develop collaborative working relationships with clients, becoming experts of their organizations
- Understand and communicate the impact of RDA's work to internal and external audiences

Develop Mastery of Content or Consulting Skills

- Serve as a thought partner for consulting services and/or content expertise
- Support teammates in developing analytic, client-facing, and other consulting skills
- Engage in bi-directional feedback and demonstrate the ability to be responsive to feedback



What You'll Bring to RDA

- Track record as an effective, efficient, and positive team member
- A quick learner and self-directed
- Demonstrated ability to present information in clear, concise writing for technical and lay audiences
- Fluency leading mixed-methods teams in community research & evaluation; stakeholder-engaged planning a plus
- Minimum 4 years of relevant experience
- Graduate degree in fields related to RDA's content and service areas preferred; additional experience may replace education

Benefits of Working at RDA

- Dynamic and collaborative workplace
- Family-friendly environment with flexible schedules
- Flexible vacation time off policy
- 100% RDA sponsored insurance
- 401k, with RDA discretionary match
- Pre-tax flexible spending accounts for medical, dependent care, transit, and parking expenses
- Access to discounted retail products and services via ADP LifeMart

Celebrating Diversity and Inclusion

RDA is an equal opportunity employer and is committed to equitable and inclusionary hiring practices. We strongly encourage applicants from all cultural backgrounds, religions, sexual orientations, genders, and ages to apply.

