

# Consultant Justice Systems

**LOCATION:** Headquartered in Oakland, CA area,

**HOURS:** Full time, exempt

**SALARY RANGE:** \$80,000 - \$95,000 per year

## About RDA Consulting

RDA Consulting, SPC (RDA) is a mission-driven, employee-owned, majority women-managed social purpose corporation. With headquarters in Oakland, CA, we operate across the United States, working to help public and social sector organizations to best meet the needs of their communities.

RDA's services include research and evaluation, assessment and planning, technical assistance, facilitation, community outreach and engagement, and program design and implementation support. We deliver these services to clients and communities across intersecting public systems, including adult and juvenile justice, public and behavioral health, housing and homelessness, child and family welfare, youth development, adult education, and workforce development. Across our work, RDA prioritizes community engagement to elevate the voices of those most impacted by public systems.

We work at the strategic intersection of applied research and implementation with organizations that are working on the ground to improve equity, access, and opportunity. We hold a big-picture perspective while being pragmatic. We rely on data to inform change and are passionate about addressing complex social issues.

## The Opportunity

If you are looking to effect change through consulting and have experience in research and evaluation, we encourage you to explore our Consultant role. At RDA, Consultants work as members of project teams on a variety of different project types—evaluations, needs assessments, planning projects, grant writing, etc.—related to issues core to our mission including, but not limited to, juvenile and adult justice, behavioral health, social services, workforce development, community health, and many other disciplines. For this role, we are looking for someone who understands how the juvenile and adult justice systems work (e.g., knowledge of prevention programs, alternatives to incarceration, including diversion programs and collaborative courts, evidence-based policing practices, California's key justice reform initiatives like Prop 47). Additionally, proficiency in advanced quantitative skills (i.e., intermediate and advanced statistical analysis), experience in data management, cleaning and vetting complex data, analyzing data in Excel, Stata, R, proficiency in data visualization (i.e., Tableau or other data visualization software), and the ability to provide easily digestible results are required. For this opportunity, proximity to the Oakland area is preferred, but not required. The Consultant position is an intermediate level in our consulting career path and can lead to other levels of employment.

## What You Will Achieve in Your First Year

As a Consultant, you will be at the center of our multidisciplinary teams, employing your analytical and creative thinking skills to deliver innovative and meaningful results for our clients. You will work on a handful of consulting projects simultaneously, collaborating with others who bring different backgrounds and skill sets. Here is a sample of what you can expect to experience and accomplish in your first year:

### Turn Research into Meaningful Insights and Solutions

- Conduct and lead quantitative and qualitative data collection and analysis including drafting and managing analytic plans; finalizing data collection tools; spearheading survey design, focus group engagement, key informant interviewing; and performing descriptive and inferential statistical analyses
- Conduct and lead the development of evaluation reports, strategic plans, grant applications, and/or needs assessments that are responsive to clients' needs and goals and presents recommendations that help them shift from research to action

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### Collaborate with and Advise Clients and Their Stakeholders

- Work directly with RDA's clients to provide support and develop collaborative working relationships
- Co-facilitate client stakeholder work sessions and public meetings

### Support RDA's Organizational and Team Development

- Work as a team member with other staff on multiple projects and efforts
- Progress in your skills serving as a team member to learning how to manage projects
- Participate in spaces where you support your colleagues in learning and developing skills

### **What You Will Bring to RDA Consulting**

- Interest in consulting and supporting public systems in their improvement efforts and/or lived experience with public systems is a plus
- Demonstrated experience in being a quick learner and self-directed team player
- Demonstrated experience conducting and reporting on analyses for a variety of audiences
- Strong quantitative, research and evaluation skills and experience
- Experience working with culturally and ethnically diverse communities
- Multilingual skills strongly desired
- Honed time management skills and exceptional attention to detail
- Commitment to social and economic justice
- 2-5 years of experience in RDA's [service and impact areas](#)
- Advanced degree preferred in criminal justice, criminology, organizational development, public health, health care services, public policy, social sciences, or related field; experience may replace education

### **Benefits of Working at RDA Consulting**

- Dynamic and collaborative workplace
- Family-friendly environment with accommodating schedules
- Flexible vacation time off (not accrual-based)
- 100% RDA Consulting sponsored health, dental, vision, life, and disability insurance for employees
- 401k, with RDA Consulting discretionary match after 1 year
- Pre-tax flexible spending accounts for medical, dependent care, transit, and parking expenses
- RDA is an [Employee Ownership Trust \(EOT\)](#) and offers the potential of profit sharing and participating in a shared governance structure
- Access to discounted retail products and services

### **Celebrating Diversity and Inclusion**

RDA Consulting 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.

### **WORK LOCATION OF THIS POSITION**

RDA Consulting is a hybrid office environment in which many roles provide the option to work at our Oakland, CA headquarters or to work remotely. The decision to allow remote work is based on the requirements of each individual position. If a non-Bay Area candidate is selected for this position, they must be willing to travel and attend meetings in alignment with the Pacific Time Zone as needed to support client and organizational goals.