



LEAD Project Manager

Law Enforcement Assisted Diversion ([LEAD](#)) is an innovative, widely replicated alternative to jail and prosecution for people who commit law violations or engage in problematic behavior due to behavioral health conditions and/or extreme poverty. LEAD was launched in Seattle in 2011 and now is established in nearly 20 jurisdictions nationally, with many more jurisdictions in various stages of LEAD design and implementation work.

The Public Defender Association (PDA), which manages LEAD, is a non-profit organization that advocates for justice system reform and develops alternatives that shift from a punishment paradigm to a system that supports individual and community health. We also provide technical assistance to community partners who are committed to these goals.

We advance justice system reform and alternative practices and policy through several core programs and policy initiatives, including:

- **Law Enforcement Assisted Diversion (LEAD):** Under LEAD, police officers exercise discretionary authority at the point of contact to divert individuals to a community-based intervention program for low-level criminal offenses (such as drug possession, sales, and prostitution offenses). PDA is the project manager for the flagship LEAD program in Seattle-King County and provides technical support for jurisdictions nationally and internationally that want to replicate LEAD through our LEAD National Support Bureau.
- **Voices of Community Activists and Leaders - Washington (VOCAL-WA):** VOCAL-WA builds power among low- and no- income people directly affected by the war on drugs, homelessness, mass incarceration, and the HIV/AIDS epidemic to create healthy and just communities for all.
- **Transforming Policing:** The Public Defender Association's Racial Disparity Project (RDP) worked to improve police accountability and reconsider the role of the police since its inception in 1998. PDA staff have chaired Seattle's innovative Community Police Commission since it was launched in 2013; work in partnership with law enforcement agencies as they innovate and transform; advocate for the reform of Washington's deadly force laws; and represent families of individuals killed in police custody or jail.
- **System Reform:** In the spirit of our four decade history as a public defense office committed to system reform, the current incarnation of the Public Defender Association continues to do policy advocacy, litigation, public education and organizing on issues that systemically affect people who are or are likely to be engaged by the justice system.

This work includes efforts such as the campaign for safe consumption spaces in Seattle/King County.

Albany LEAD was established in 2016 as a new harm-reduction oriented process for responding to low-level drug, alcohol and mental-illness based offenses. LEAD gives police officers the discretion to divert these offenses out of the criminal justice system for case management. The program is a multi-agency partnership between the Albany County Executive, District Attorney, Sheriff, Mayor of Albany, Albany Police Department, Center for Law and Justice, and Central Avenue Business Improvement District with strong support from Catholic Charities.

Position Description

The available LEAD Project Manager (1.0 FTE) position would be part of a team engaged in the project management of NSB's LEAD effort in Albany, and would entail close collaboration with law enforcement, case managers, prosecutors, and neighborhood and community leaders.

LEAD Project Manager positions are FLSA-exempt. Work outside of normal business hours is expected. Work within the City and County of Albany will be required, and some travel may be required. This Project Manager position will report directly to the LEAD National Support Bureau, in coordination with the Albany LEAD Policy Coordinating Group (PCG).

Job Responsibilities:

In addition to day to day maintenance and troubleshooting of LEAD operations, this position likely will focus on developing LEAD in the City of Albany or other areas within Albany County as assigned and approved by the PCG.

- *Project Management:* day to day maintenance and troubleshooting of LEAD as designed, implemented and in coordination with the Albany Policy Coordinating Group;
- *Management of regular operational workgroup (OWG) meeting and process:* facilitation of the biweekly OWG with key operational partners in LEAD. LEAD partners use OWGs to share information about program participants' situation and progress, discuss referral criteria, program capacity and compliance with the LEAD protocol, and to focus the attention of LEAD program staff and law enforcement in particular areas viewed with concern by neighborhood representatives;
- *Project Design and Implementation:* coordinate with stakeholders (including law enforcement, service providers, prosecutor's office, businesses and other community safety advocates) to design and implement LEAD within other Albany County jurisdictions as coordinated by NSB and the Albany PCG.

Community Education: educate community members (including individuals, businesses community groups, and social service providers) on how LEAD works and potential ways to implement program in their community. Work with community groups to understand current public health and public safety needs within their community;

- Maintain awareness of grant opportunities. Write and submit grants to Federal, State, and/or local sources and private charitable foundations to secure future funding for LEAD, and other grant-related activities, as agreed by NSB and the Albany PCG.
- Collaborate with the Community Engagement Coordinator, the PCG, and the OWG to ensure that community representatives understand LEAD's objectives and methods.

- Other duties as assigned.

Requirements / Qualifications:

- Demonstrated understanding of and commitment to LEAD's core principles
- Ability to clearly communicate core principles and support and advise others with less experience in harm reduction-based social work and in police-social work partnership
- Deep understanding of substance use disorder, motivational interviewing and harm reduction strategies
- Experience facilitating meetings
- Excellent written and verbal communication skills
- The ideal candidate will be a self-motivated individual who has strong interpersonal, public speaking and problem-solving skills; interest in working as a member of a team and in a fast-paced, dynamic environment is essential
- Candidates must have demonstrated interest in criminal justice, homelessness, and/or drug policy reform and a willingness to approach these issues with a racial justice analysis
- Experience and knowledge of local homeless services and housing systems is preferred
- Experience or familiarity with community and human services dynamics and public safety/order issues in local communities is valuable in this position
- Commitment to the mission and approach of the Public Defender Association and of Albany LEAD
- Basic computer skills, including ability to use the internet, email (Google platforms as used at PDA), word processing (e.g. Microsoft Word) and spreadsheets (e.g. Excel) are required

Compensation:

Salary and Compensation Package Commensurate with Experience

Equal Opportunity Statement:

The Public Defender Association is an equal opportunity employer. People of color and people who are formerly incarcerated or homeless, or frequently subject to law enforcement focus, HIV-positive, women and/or LGBT are strongly encouraged to apply.

How to Apply:

Send application package by email to: Albany LEAD at AlbanyLEAD@albanycountyny.gov with the subject line: "Albany Project Director – (YOUR NAME)"

The position will remain open until filled.

