SAFE RETURN PROJECT

2026

ORGANIZATION: Safe Return Project is driven by those who have been impacted by the criminal justice system and inequity. The goal of Safe Return is to identify strategies that respond to community needs while developing the capacity for the formerly incarcerated to take the lead on the issues that impact their communities, as well as building a sense of agency. Since the program started, its focus has been on hiring formerly incarcerated people to engage in participatory action research (PAR), community organizing, and policy advocacy on issues impacting individuals coming home from jail and prison. The work of the Safe Return Project not only transforms the lives of many individuals, but has an impact on the culture of the broader community, as well as the national narrative around incarceration, reentry, and who is returning home. This project is focused on the leadership development of those returning home from incarceration and improving their quality of life by reducing barriers to quality programs, jobs, housing, and family reunification.

POSITION SUMMARY: Director of Organizing and Leadership Development

ABOUT THE POSITION

Safe Return Project is seeking a Director of Organizing and Leadership Development to manage, lead, and support the growth and development of Safe Return's work. The ideal candidate will have at least 7 to 10 years of experience in organizing around racial, social, and economic justice. The ideal candidate will have experience building community leaders and moving issue campaigns, familiarity with Contra Costa Communities, and a deep desire to work across lines of race, religion, socio-economic class, and culture. The candidate will be a person who has personal experience with the criminal justice system and a demonstrated awareness of the impact of systemic racism in the criminal justice system and a desire to change it.

RESPONSIBILITIES INCLUDE:

- Lead staff development including training and supervision of organizing staff.

- Provide leadership – working with staff, leaders, allies – for the development and implementation of powerful, strategic campaigns that achieve tangible results for our communities.
- Provide leadership and guidance on leadership development programs and build a strong pipeline of leaders for Safe Return's organizing campaigns.
- Work with the executive director plus board members, staff, and other leaders to develop a strong analysis of our region and ability to act powerfully in the Bay Area and CA.
- Work with the executive director and deputy director on fundraising, grant management, and reporting.
- Lead efforts to build organizational capacity for political power building.
- Work with the communications manager and others to powerfully integrate communications strategies to amplify and grow our power for big wins.
- Assist community leaders in defining vision and goals, and train leaders to act in the public arena with measurable impact.
- Provide regular organizing training for Safe Return Project leaders and community members in the principles and strategies of institution-based community organizing.
- Support volunteer Local Organizing Committees in outreach, research, and strategic planning leading to large community action meetings at the local and county-wide levels.
- Create and deepen relationships with staff from strategic partners in the criminal justice system, community organizations, academia, labor, and public policy organizations.
- Meet on a regular basis with the Executive Director to learn, plan, and build Safe Return's leadership development work and organizing campaigns.
- Attend and represent Safe Return Project on public committees formed to improve community relations for those returning home from incarceration specifically.
- Work with coalitions to build powerful countywide campaigns and change systems.
- Participate in the SRP's local, County, statewide, and national policy campaigns.
- Facilitate small and large group meetings as well as trainings.
- Represent the organizing work and campaign with a broad group of stakeholders, including elected officials, other policymakers, decision-makers, and media
- Manage administrative systems, databases, and files for campaigns.

- Participate in weekly staff meetings, internal trainings, strategic and annual planning, implementation, and evaluation.
- Support “all hands-on deck” requests from Safe Return Project’s campaign teams, including mobilization support, phone banking, civic engagement, and other activities.

REQUIREMENTS:

- Ability and experience working within a multicultural setting.
- Strong relational skills and ability to connect, engage, and inspire community members across multiple cultures, including religion, race, gender, age, language, and class.
- Capacity to think strategically and analytically about social, economic, cultural, and political issues affecting a community.
- Strong public speaking and writing skills.
- Strong interpersonal and relational skills.
- Passion for learning and taking on challenges.
- Strong and effective communication skills
- Ability to analyze policies and institutions.
- Strong interpersonal, relational, and management skills
- Commitment to disrupting the structural forces causing disparities and organizing for racial and economic justice.
- Ability to train and develop others.
- Desire to learn and openness to challenge.
- Ability to work as part of a strong staff team as well as independently; thrive in a fast-paced environment with minimal supervision.
- Ability to identify and partner with local groups such as CBOs, social service providers, grassroots groups, and city agencies.
- Commitment to bottom-up organizing, grassroots leadership, and collective decision-making.
- Must be flexible and willing to work nontraditional hours in a demanding and rapidly changing work environment.
- 7-10 years’ relevant experience (Community, Labor, Voter) engagement.
- Personal experience taken into consideration.
- Must have a driver’s license and reliable transportation.
- Must be able to adjust to evening and occasional weekend work.
- Utilize Web 2.0/social media tools to engage individuals, inform the broader community, and amplify our analysis and message.
- Formal education required

COMPENSATION AND BENEFITS:

SALARY RANGE: $95,000 - 105,000

An average of 40 hours/week commensurate with the candidate's experience and skills. Benefits include comprehensive health (medical, dental, and vision) and paid holiday, vacation, sick, and family leave.

Safe Return Project/Social Good Fund provides an excellent working environment that encourages teamwork and recognizes high-quality self-development.

Applications will be accepted on a rolling basis until the position is filled. The anticipated start date for this role is January 4, 2027.

HOW TO APPLY:

Send your cover letter, resume, and writing sample to info@safereturnprj.org.

Include your cover letter.

Please address the following questions:
1. What is your experience with the criminal justice system?
2. What does social justice mean to you?
3. When was the last time you studied injustice in your community?
4. Describe a training you developed for new community organizers.