

Restorative Justice Specialist

Location: Trenton, NJ

Company: Creative Change Counseling, Inc.

Pay: \$46,000.00 per year

Job description:

Job Overview: Restorative Justice Specialist-(RJS) -THE HUB:

CCC is seeking dedicated, full-time Restorative Justice Specialists (RJS) to design, implement, and deliver restorative justice programming rooted in principles that prioritize healing and accountability over punishment, inclusion over exclusion, and strong community support.

Restorative Justice Specialists will work collaboratively as part of a multidisciplinary team to provide training, consultation, and direct services that support the implementation of restorative justice practices within schools, criminal justice, and community-based settings.

Key Responsibilities – Direct Services

- Provide on-site supervision and guidance to participants in a safe, supportive, and nurturing environment
- Plan and facilitate restorative activities and programming, including competency development classes, bullying prevention, and conflict resolution initiatives
- Respond to case and discipline referrals and determine appropriate restorative interventions
- Collaborate with team members to strengthen existing programs and develop new service delivery opportunities
- Build and maintain professional relationships with community partners and stakeholders to strengthen communities, repair harm, and integrate restorative practices into existing frameworks (e.g., PBIS, trauma-informed approaches, Positive Human Development)
- Provide accountability coaching, identify participant needs, and promote empowerment throughout the justice and discipline process

- Teach, model, and reinforce positive behavior management strategies
- Prepare participants for and facilitate restorative dialogues, conferences, and responsive circles following incidents of harm
- Promote social-emotional skill development and conflict resolution
- Collaborate with staff to foster a positive, inclusive, and respectful environment
- Follow up on restorative processes and ensure compliance with all agreements

Qualifications & Experience

- Knowledge of behavior management techniques, particularly when working with youth
- Strong communication skills, patience, and the ability to build meaningful connections with young people
- Bilingual (English/Spanish) preferred
- First Aid and CPR certification preferred

Ideal Candidate

We are seeking individuals who are passionate about supporting youth and committed to making a positive impact in their lives. Candidates should be enthusiastic, dependable, and thrive in a team-oriented environment.

Schedule & Work Environment

- Monday–Friday (morning and evening shifts)
- Evening and weekend availability as needed
- Flexible scheduling
- In-person position

Location

- Trenton, NJ (Reliable commute or relocation prior to start date required)

If you are motivated, compassionate, and committed to restorative justice principles, we encourage you to apply and join our mission-driven team.

Job Type: Full-time

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Flexible schedule
- Health insurance
- Life insurance
- Paid time off
- Vision insurance

People with a criminal record are encouraged to apply