



JOB OPENING: **ADVOCACY AND RESEARCH ASSOCIATE**

Deadline: **November 22, 2023**

Interviews: **Week of December 4th**

Start date: **January 16, 2024**

24-30h/week | Berlin | Competitive salary

Justice Collective, e.V. is a research and advocacy organization working on policing, prisons, and punishment. We focus on how punishment disparately impacts people without resources and from racialized groups. Founded in 2021, we are a young organization, yet already firmly established in the field. (For example, [here](#) is our testimony in the Bundestag from earlier this year.)

We are hiring a Berlin-based Advocacy and Research Associate (“Associate”) for our Racism in the Criminal Courts Project. In this project, we observe criminal court proceedings in Berlin, as a way to document, analyze, and challenge structural racism in the criminal legal system. At a time of seemingly increased racial profiling and anti-immigrant sentiment, our work is more urgent than ever. The Associate will organize and participate in courtwatching, and will lead the project into its next phase: Sharing our experiences and findings with the broader public. This position is for two years, with the possibility of extension, contingent on funding.

Responsibilities

- Overseeing all aspects of our courtwatching project, including court observations, research, coordination with our project team, relationship-building with partners, and more.
- Organizing and participating in Justice Collective’s observations, documentation, and analysis of criminal court cases in Berlin.
- Research, including desk-based research and interviews in the field.

- Developing and executing a strategy for communicating our findings to the broader public as well as the media and government officials (including writing policy reports; hosting events; working on social media; and more).
- Organizing and coalition-building.
- Recruiting and supervising volunteers.

What we are looking for

- The person coming into this role will shape how Justice Collective uses the lessons from its courtwatching to advance justice. We're looking for someone with the ideas and enthusiasm to figure out together what this should look like—and the practical, organizational skills to execute the vision.
- Strong research and analytical skills. Experience with desk-based research. While the project also involves on-the-ground research such as interviewing, prior experience is not necessary.
- Candidates should have the confidence and empathy required to engage with different types of actors (people impacted by racism; officials in the court).
- Excellent writing skills.
- Ability to represent Justice Collective in public-speaking contexts and to build relationships with interested groups and individuals from a variety of backgrounds.
- Masters-level degree (law, sociology, criminology, or related field) with 0 – 5 years of experience. Open to candidates without these formal qualifications but with the required research and writing skills.
- Professional-level German and English writing and speaking. Research and writing will be in both languages; working language at Justice Collective is English.
- While prior knowledge of the specific topics of the project are not required, experience with them and/or related topics (migration, racism, inequality, policing) and/or working in an activism/advocacy context are plus.

Details

- The salary is based on TV-L 13.
- Applicants should submit a CV and a cover letter in English, as well as a list of 3 references (that is, the names and contact details of three people familiar with you and your work). Please also include a writing sample, ideally also in English. Submissions to info@justice-collective.org by November 22th. You can also email us with questions before the deadline.
- Justice Collective is an equal opportunity employer and encourages people from communities impacted by criminalization and punishment to apply.
- Please apply even if you don't think you meet each of the points above! We're open to people with different skills and experiences.