

WEST REGION PROGRAM MANAGER

Partners for Justice (PFJ) was founded to transform public defense locally and across the United States, diminishing the effect of race and wealth on legal outcomes. This means ensuring that public defenders are equipped to assist clients with the underlying drivers of legal system involvement, to address the civil and family enmeshed penalties of arrest, to secure better legal outcomes both inside and outside the courtroom, and to help more clients emerge from prosecution with their rights, life, and future protected. Since our launch in 2018, PFJ has grown rapidly and we now support public defender agencies across the country through embedded collaborative defense teams and capacity building support.

Position Overview

PFJ works closely with public defender offices to help them adopt more collaborative and holistic defense practice. Our flagship program embeds trained Client Advocates in a host public defender, immediately expanding their ability to provide clients with wraparound support and navigate the enmeshed civil penalties of arrest. The Program Manager will have responsibility for a portfolio of public defender partnerships in the West Region. The Program Manager will help recruit and train Client Advocates, build relationships within public defender offices, provide resources and support to the Advocates' on-site supervisors, build a network of local partner organizations (including civil legal providers), and provide coaching and support to Advocates. This work is critical to ensure that these offices are equipped with the knowledge, capacity, and resources to implement collaborative and holistic defense practices.

Program Manager Responsibilities

- **Program management:** The Program Manager will have shared responsibility for the success of PFJ programs in the West Region and direct responsibility for one or more PFJ programs at specific partner offices. This includes ensuring that PFJ meets all programmatic objectives and goals, including recruitment, training delivery, and service provision (with support from the PFJ national team).
- **Technical assistance to West Region offices:** Serve as primary point of contact with designated public defender partners, building meaningful, credible relationships with Advocate supervisors. Offer advice and best practices on integrating holistic defense generally and the PFJ program specifically into office practice.
- **Coach, empower and supervise PFJ Advocates:** Provide one-on-one coaching and mentorship to Client Advocates on service delivery, case management, and professional and personal development. Ensure PFJ's Advocate performance expectations are consistently met. Organize regular trainings or workshops to deliver local learning experiences that meet Advocate needs (in partnership with office supervisors).
- **Resource development:** Working with Advocates and office supervisors, identify and build relationships with legal aid providers, community-based organizations, and government agencies providing services that benefit clients.

- **Community awareness:** Maintain knowledge of local dynamics and context that affect clients, including developments in the criminal and civil legal systems or related to poverty alleviation. Help Advocates understand the communities in which they are working.
- **National resources:** Help define the PFJ Advocate role and experience. Gather best practices and contribute to national resources and programming to enhance the Advocate practice and experience. Contribute to PFJ's annual and ongoing training events.

Desired qualifications

People who share lived experiences with our clients are encouraged to apply for current openings, given the insight such experience brings into the systems in which we operate.

Desired skills or experience:

- Commitment to PFJ's mission and to our vision of collaborative, client-centered representation for low-income people involved in the criminal legal system
- JD or LCSW, and minimum of two years' experience providing services to low-income people
- Prior work within a public defender's office or a civil legal aid provider is a strong plus, especially an office with holistic or client-centered practices. Applicants with civil, immigration, or family law experience are also strongly encouraged to apply
- Supervising or coaching others; while direct line supervision responsibilities are preferred, this could include serving as a teaching assistant or faculty member, a resident advisor, overseeing interns, or similar
- While we primarily work remotely, candidates will ideally live within California or be willing to relocate. Deep familiarity with California is a requirement, including knowledge of the legal system, government agencies, and other institutions that low-income people regularly interact with
- Ability to travel for two to three days approximately once per month to visit PFJ programs and to participate in team meetings (25-30%)
- Working remotely with distributed teams and/or working in a start-up environment

The Program Manager should also model the characteristics we look for in outstanding Client Advocates:

- Creative problem-solving, with the ability to find innovative and efficient solutions to unusual obstacles
- Proactive and takes the initiative
- Able to handle ambiguity and thrives on working independently, with limited oversight
- Resilient, tenacious, and optimistic in the face of challenges

Compensation and other perks

This is a full-time, salaried position with a salary range from \$85,000 - \$95,000, commensurate with skills and experience. PFJ's benefits package includes employer-paid medical and dental coverage, a 401k program, and reimbursement for Bar or other professional dues among other programs. PFJ employees work remotely with the benefit of flexible hours. We also encourage our team to rest and take care of themselves, which we support with flexible sick leave and vacation, as well as 12 office holidays and a year-end rest period.

Equal Employment Opportunity Policy & Fair Chance Hiring

PFJ provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Furthermore, qualified applicants with arrest or conviction records will be considered for employment in accordance with the fair chance ordinances of the jurisdictions we work within, including but not limited to the Los Angeles County Fair Chance Ordinance and the California Fair Chance Act.

To apply:

Please send a cover letter, resume, and two references to hiring@partnersforjustice.org with “**West Region Program Manager**” in the subject line. Be advised that if you do not include this subject line, we may not receive your application. Interviews for this role begin in January 2026, with a target start date of February or March 2026 for the successful candidate.