

WEST REGION PROGRAM MANAGER / SENIOR 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.

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 selection of public defender partnerships in the West Region, specifically Los Angeles County at the outset.

The Program Manager will help recruit and train Client Advocates, build relationships within the respective site offices, provide resources and support to the Advocates' on-site supervisors, build a network of local partner organizations, 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 holistic practices in the offices that work with PFJ. This Program Manager will also support Advocates working as part of the Los Angeles County Public Defender's Holistic Early Assessment & Linkages (HEAL) program, a program intended to support clients with felony charges access mental health diversion and accelerate release from custody.

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 support to Advocates on personal and professional development. Ensure PFJ's Advocate performance expectations are consistently met. Work with teams to identify and integrate best practices for the PFJ program in their office. Organize regular trainings or workshops to deliver local learning experiences that meet Advocate needs (in partnership with office supervisors).
- **Partnership 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:

- JD or MSW and minimum of two years' experience providing services to low-income people, preferably in either a public defense or legal aid context.
- While we primarily work remotely, candidates must be a current California resident or willing to relocate to California upon hire. Los Angeles County residents are strongly preferred. Requires profound, hands-on knowledge of California's legal landscape, including the state's judicial system, government agencies, and the specific institutional challenges that low-income residents encounter.
- Commitment to PFJ's mission and vision, championing collaborative, client-centered, and holistic representation for low-income individuals involved in the criminal legal system
- Demonstrated dedication and proven ability to effectively serve and build trust with racially or socioeconomically marginalized communities.
- Proven experience in mentoring, coaching or supervision of teams of 5 or more staff, volunteers, or students.
- Reliable transportation and the ability to conduct regular program site visits and attend in-person team meetings. If based in Los Angeles, this may include weekly or bi-weekly site visits and twice annual in-person national convenings.
- Previous professional experience in a public defender's office or a civil legal aid provider is highly valued, particularly with organizations that employ holistic or client-centered service delivery models.
- Experience successfully working remotely and/or leading in a distributed team environment, ideally within a fast-paced or start-up setting.

The Program Manager is expected to model and coach the following high-impact qualities essential for outstanding Client Advocates:

- Possesses exceptional analytical and creative problem-solving skills, with an ability to conceptualize and implement innovative, efficient solutions to complex obstacles.
- Functions as a highly proactive, self-starting leader who consistently drives forward client objectives and identifies opportunities for improvement without waiting for direction.



- Excels at operating autonomously, maintaining clarity and focus while navigating ambiguous situations and demonstrating strong judgment about when to request help or escalate challenges.
- Demonstrates resilience and tenacity in the face of significant challenges or setbacks, fostering an optimistic and results-oriented culture within the team.

Compensation and other perks:

This is a full-time, salaried position with a firm salary range of **\$95,000 - \$110,000**, commensurate with skills and experience. This range has been set based on market data and our commitment to internal pay equity to ensure fair and consistent compensation for all employees.

Our comprehensive benefits package includes employer-paid medical, dental, and vision coverage, a 401k program with an annual employer contribution, 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 unlimited 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 submit your cover letter and resume through [this online application form](#). PFJ is aiming to fill this position by November 30, 2026 and applications will be reviewed on a rolling basis.