



Vice President, Technology

Center for Justice Innovation

New York, NY

Salary: \$215,000 - \$230,000

The Organization

The Center for Justice Innovation is a nonprofit organization dedicated to advancing community safety and racial justice. Since 1996, we've worked alongside communities, courts, and those most directly affected by the justice system to build stronger, healthier, and more equitable neighborhoods. With a team of over 900 staff and an annual budget of \$130 million, the Center carries out its mission through three core strategies:

1. Operating Programs that pilot new ideas and address local challenges;
2. Conducting original research to evaluate what works—and what doesn't; and
3. Providing expert assistance and policy guidance to reformers across the country and beyond.

Backed by decades of on-the-ground experience and nationally recognized expertise, we bring innovative, practical, and lasting solutions to justice systems nationwide.

Learn more about our work at www.innovatingjustice.org.

The Position

The Center seeks a mission-driven Vice President, Technology to lead a comprehensive assessment and redesign of the organization's technology, data, and information systems. This leader will be responsible for shaping a forward-looking vision and roadmap for technology transformation while ensuring strong day-to-day operations.

The Vice President, Technology will serve as both strategist and operator—conducting a top-to-bottom evaluation of the current technology function, guiding immediate projects and staff, and setting the foundation for a permanent technology, information, and data leadership model.

This role is ideal for a proven CIO or senior executive who combines operational oversight with the mindset of a business leader, change agent, talent scout, culture builder, and tech translator. Thinking like a business leader, this candidate will link technology decisions directly to mission and organizational growth. As a change agent, they will drive transformation through shared goals accountability. As a talent scout, this leader will identify skill gaps in our existing team and organizational structure and develop existing team members and creating a road map for new hires. This person will be a culture revolutionary, creating an environment that values and empowers technology professionals to be leaders throughout the organization. As a tech translator, the candidate will make the business implications of technology clear to non-technical leaders.

Assessment and Vision

- Lead a full organizational assessment of systems, infrastructure, staffing, vendor ecosystem, and service delivery.
- Engage with leaders across departments to understand business needs, challenges, and pain points.
- Identify technology gaps, redundancies, risks, and opportunities for innovation.
- Define and articulate a multi-year roadmap for technology and data transformation aligned with organizational mission and growth.
- Work with Data Analytics and Applied Research team to assess opportunities for developing deeper operations collaboration.



Governance, Policy, and Security

- Collaborate to establish or strengthen governance frameworks for service delivery, vendor management, budgeting, and compliance.
- Review and update core policies, including cybersecurity, AI, acceptable use, and disaster recovery/business continuity.
- Introduce performance metrics and reporting mechanisms to measure IT and data impact.
- Develop systems that support the work of the Center's programs, practices, and expert assistance teams.
- Establish and enforce secure development lifecycle standards for all in-house and vendor-developed software.
- Ensure that the Center and Technology department operate in accordance with the Center's policies, current legal and regulatory guidance, and the Center's values of integrity, impact, equity, and collaboration.

Vendor and Service Strategy

- Evaluate the viability of managed service provider (MSP) models for infrastructure and support services.
- Oversee vendor management, procurement, and contracting processes, ensuring cost-effectiveness and accountability.
- Provide recommendations on insourcing vs. outsourcing for infrastructure, support, and product development.

Technology Team Leadership and Operational Oversight

- Support leaders to provide reliable day-to-day IT operations.
- Support ongoing organizational initiatives, including planning for a next-generation case management system.
- Lead Technology department's teams in biannual performance review process and other performance management efforts to ensure that team members are meeting professional goals and maintaining a standard of organizational excellent.
- Build and maintain a trusted space for team members to engage in an open dialogue regarding their daily responsibilities, challenges, and reflections on organizational culture.
- Establish Key Program Indicators and metrics Technology department to measure success and address challenges.
- Monitor Technology department progress against the organization's annual and strategic plans.
- Transform strategic goals into actionable strategies, leading key initiatives that secure the organization's sustainability and extend its reach and effectiveness.
- Recommend new structures, roles, and reporting lines for technology and data functions.
- Define critical capabilities such as project management, data governance, architecture, and product ownership.
- Develop strategies for recruiting, retaining, and growing top talent, including upskilling current staff, and creating opportunities for collaboration across teams.
- Build a team grounded in equity and reflective of the diversity of the Center community.

Organizational Leadership

- Facilitate the professional development of Senior Leaders in the Technology department by identifying areas for growth and skill-development.
- Together with the Managing Director, CEO and Executive Team, identify and cultivate emerging leaders from across the Center.
- Collaborate with the People Department to create a culture of excellence in leadership by identifying areas for growth and ensuring successful implementation of training and additional resources.
- Ensure organizational investment in the professional development of the Technology departments team members by cultivating a culture of feedback, recognition, and opportunities for growth.
- Ensure DEI principles are embedded in the organization's culture and programming.

The ideal candidate for the Vice President, Technology position possesses the following competencies:

Strategic Mindset

Strategic product-minded technology leader who connects systems design to mission outcomes.

Cultivates Innovation

Creating new and better ways for the organization to use technology to reach its mission.

Organizational Savvy

Comfort navigating relational, consensus-driven organizational cultures able to lead through influence and empathy.

Communicates Effectively

Skilled in change management, communication, and relationship building across technical and non-technical audiences.

Optimizes Work Processes

Strong project management and operational execution skills, able to balance vision with follow through for their teams.

Builds Effective Teams

Proven success leading teams and developing staff.

Additional Qualifications

- 10+ years in IT executive leadership (CIO, CTO, or equivalent), ideally with nonprofit or public sector experience.
- Demonstrated success leading both daily IT operations and long-term transformation.
- Track record of innovation and modernization in complex organizations.
- Expertise in infrastructure, systems architecture, security, and vendor management.
- Experience designing and implementing data governance frameworks that balance mission use with privacy and ethical AI/use-of-data obligations.
- Strong communication, change management, and stakeholder engagement skills.
- Proven ability to build security champions across non-technical departments.

Work Environment

This position will be located at our 520 8th Avenue location with regular travel to various center sites.

Our Commitment to Diversity, Equity, & Inclusion

The Center for Justice Innovation is an equal opportunity employer committed to fostering an inclusive and diverse workplace. We do not discriminate based on race, color, religion, gender identity, gender expression, pregnancy, national origin, age, military service eligibility, veteran status, sexual orientation, marital status, disability, or any other category protected by law. We strongly encourage and welcome applications from women, people of color, members of the LGBTQ+ community, and individuals with prior contact with the criminal justice system. Our goal is to create a supportive and respectful environment where everyone, regardless of background or identity, feels valued and included.

At this time, the Center is unable to sponsor or take over sponsorship of an employment visa. All applicants must be legally authorized to work in the United States at the time of application and throughout the duration of employment.

In compliance with federal law, all hires must verify their identity and eligibility to work in the United States and complete the required employment verification form upon hire. Candidates are expected to provide accurate and truthful information throughout the hiring process. Any misrepresentation, falsification, or omission of material facts may result in disqualification from consideration, withdrawal of an offer, or termination of employment, regardless of when discovered.

Compensation and Benefits

Salary

\$215,000 - \$230,000 annual salary.

Benefits

The Center for Justice Innovation offers an excellent benefits package including comprehensive healthcare with a national network, free basic dental coverage, vision insurance, short-term and long-term disability, life insurance, and flexible spending accounts including commuter FSA. We prioritize mental health care for our staff and offer services like Talkspace and Ginger through our healthcare plans. We offer a 403(b) retirement plan with a two-to-one employer contribution up to 5%.

If you are interested in this position, please [click here](#) to submit a resume and cover letter. All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by February.

Kennedy Turner Pierre

Senior Consultant

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[Submit an application](#)