

Criminal Justice Policy & Management Careers Resource Guide

Overview

Criminal justice policy and management at HKS relates to public policy on justice and safety, one of the largest parts of any government budget at the state and local level. For future government leaders to manage economic and urban policy, they will need to understand how to balance issues of crime, violence and safety, and justice. The HKS criminal justice research agenda has focused on policing, prosecution, drug policy, youth violence, firearms trafficking, public defense, mass incarceration, juvenile justice, emerging adult justice, and community revitalization with an emphasis on improving public safety and human rights, creating partnerships between communities and public agencies, problem solving, and enhancing the quality of life in communities.

HKS students that specialize in criminal justice come from a variety of backgrounds, including law enforcement, legal practice, state legislatures, NGOs, and consulting. When making career decisions in this field, the first consideration should be whether you wish to do research, policy, reform or direct service, while the second consideration would be which setting or area of focus you wish to concentrate on, e.g. jails and prisons, sentencing and corrections policy, juvenile justice, or community-based organizations whose missions address specific topics or constituencies. There are multiple opportunities to pursue your interests in each arena across sectors. The Office of Career Advancement is available to assist interested HKS students in answering these questions, determining career strategy, connecting with HKS alumni, and conducting a successful job search upon graduation.

Government – HKS graduates, particularly those with legal training, are well-suited to working within national government agencies, such as the U.S. Department of Justice, the Coordinating Council on Juvenile Justice and Delinquency Prevention, the Bureau of Prisons. There are also related roles on Capitol Hill, or as research/policy analysts for the Executive Office. On the state or local level, HKS graduates have the skill set needed to work for departments of Youth Services as well as many other departments, and may consider working in a governor’s or mayor’s office as a policy analyst or advisor on topics related to crime and criminal justice.

NGO – There are multiple opportunities to help implement best practices in criminal justice through consulting work, working at a think-tank, or working as an advocate for human rights. HKS graduates have gone on to work at organizations such as Pew Charitable Trusts, the Urban Institute, the RAND Corporation, or the Vera Institute as analysts or research assistants. There are also a number of organizations and councils that focus on issues around criminal justice and work at the intersection of government, NGO and private sector. In the US these include, but are not limited to: The Council for State Governments, The National Conference for State Legislators, and The National Center for State Courts.

Private – Consulting firms provide analytical and advisory services to government entities considering policy alternatives. For example, Abt Associates hires HKS graduates to work as consultants to government agencies. In addition, those with technical or financial skills may work on fraud or computer crime issues for banks or tech firms. As in other areas under the social policy umbrella, HKS graduates may be qualified to work as analysts working to solve our nation’s criminal justice problems.

Skills and Knowledge Required

Important skills and background knowledge for someone pursuing a career in criminal justice policy and management include:

- *Analysis: data, policy, and cost-benefit*
- *Presentation*
- *Strategic management*
- *Problem anticipation & solving*
- *Alliance building*
- *Community organizing*
- *Government navigation*
- *Negotiations*
- *Written Communication*
- *Data collection*
- *Fundraising & grant writing*
- *Interviewing*
- *Mediation*
- *Public policy*
- *Leadership; team management*
- *Technical skills relevant to the job*
- *International development*
- *Urban policy planning*

Courses/Content Knowledge

Select courses that will help you to develop core competencies in the skills above and that deepen your knowledge of the societal problems you wish to solve.

List of related Harvard courses via the HKS Program in Criminal Justice Policy and Management:

https://www.hks.harvard.edu/sites/default/files/centers/wiener/programs/pcj/files/Harvard_Crime_Punishment_Violence_courses_2021-2022.pdf

- Cross-register for courses in the Faculty of Arts & Sciences, Harvard Business School, Harvard Law School (incl. Art of Social Change), Harvard Graduate School of Education, Harvard Divinity School, Tufts or MIT Sloan

Sample Organizations and Representative Positions

Opportunities vary widely: the key element is how your passion for a particular cause and your skills and qualifications meet.

US – selected employers of HKS graduates

- Beacon Consultants: *Senior Strategy Consultant (extensive government background)*
- Boston Police: *Director of Strategic Planning*
- Brave New Foundation: *Director, Criminal Justice Campaign, LA, CA*
- California Partnership for Safe Communities: *Director, CA*
- City of Boston, Mayor's Office of Women's Advancement: *Domestic and Gender-Based Violence Coordinator*
- Commonwealth of MA: *Director of Capital & Federal Finance*
- Commonwealth of MA: *Executive Office of Public Safety and Security, Assistant Secretary of Policy and Planning*
- Crime & Justice Institute at Community Resources for Justice: *Associate or Senior Associate, Boston, MA*
- Department of Justice: *Assistant Attorney General in the Office of Justice, DC*
- Department of Justice: *Trial Attorney for Native American Rights, CO*
- Department of Youth Rehabilitation Services: *Resource Allocation Analyst, DC*
- Harvard University: *Faculty Chair of executive programs on regulation and enforcement, corruption control, policing, and counter-terrorism*
- Harvard University: *Fellow, HKS Government Performance Lab*

- Harvard University: *Project Coordinator Program in Criminal Justice Policy and Management*
- Innocence Project: *Policy and Communications Manager, NY*
- JP Morgan Chase: *Fraud Intelligence Investigator/Vice President, DC*
- Lawyers Committee for Civil Rights Under Law: *Associate Counsel, DC*
- McKinsey: *Principal Consultant Public Sector/government transformation*
- Middlesex District Attorney Office: *Victim Witness Advocate*
- New York Police Department: *Captain; Commissioner, NY*
- Roca, Inc.: *Director, Chelsea, MA*
- Santa Barbara County: *Deputy District Attorney, CA*
- Texas Public Policy Foundation, Right on Crime Initiative: *State Director, Oklahoma, OK*
- Vera Institute of Justice: *Rockefeller Brothers Fund Fellow, NY*

International – selected employers of HKS graduates

- Coalition for the International Criminal Court, Belgium: *Convener*
- Government of the United Kingdom: *Senior Policy Adviser to the Home Secretary on Prevention of extremism, exploitation and abuse, The Home Office*
- International Organization for Migration, Russia: *Counter-Trafficking Focal Point*
- Lawyer for Human Rights, Zimbabwe
- Police, Singapore: *Commissioner*
- Police, Victoria State, Australia: *Chief Commissioner*

Resources

Harvard-affiliated

- HKS Program in Criminal Justice Policy and Management (PCJ);
<https://www.hks.harvard.edu/centers/wiener/programs/criminaljustice/about-us/student-opportunities>
- Center for International Development at Harvard University (CID);
<http://www.hks.harvard.edu/centers/cid>
- Center for Public Leadership; <http://cpl.hks.harvard.edu/>
- HKS Government Performance Lab; <http://govlab.hks.harvard.edu/>
- Office of Public Interest Advising (OPIA) Resource Guides;
<http://hls.harvard.edu/dept/opia/job-search-toolkit/finding-the-right-fit/career-and-application-guides/> (includes a list of almost 40 career resource guides, including Children’s Rights, DOJ applications, Foundations, Political Campaigns, State & Local Government)
- *Criminal Justice Resources, Research Guides*:
From HKS: http://guides.library.harvard.edu/hks/criminal_justice
From Harvard Law: <http://guides.library.harvard.edu/content.php?pid=395563>

Organizations providing support, job postings or information for criminal justice policy and management careers

- The American Correctional Association; <http://bit.ly/1CBI4PA>
- The American Probation and Parole Association; <http://bit.ly/O52kVd>
- The Arnold Foundation; <http://www.arnoldfoundation.org/>
- The Criminal Justice Policy Foundation; www.cjpf.org
- The Ford Foundation; <http://www.fordfoundation.org/careers/>
- The International Association of Chiefs of Police; <http://www.theiacp.org/>
- Justice Policy Institute; <http://www.justicepolicy.org/About1/Employment-Opportunities-Internships.html>

- The MacArthur Foundation; <http://bit.ly/1nAVPtQ>
- The National Center for State Courts; <http://www.ncsc.org/About-us/All-Jobs.aspx>
- The National Council on Crime and Delinquency; <https://www.nccdglobal.org>
- The National Criminal Justice Association (NCJA); <http://careers.ncja.org/>
- The National District Attorneys Association; http://www.ndaa.org/employment_home.html
- The Network of Open Society Foundations (OSF);
<http://www.opensocietyfoundations.org/about/jobs-opportunities>
- Open Philanthropy CJR Partners Job Openings [note: even if the jobs are out of the date, this serves as a helpful list of organizations working in the space];
<http://bit.ly/openphilanthropynetworkjobs>
- The Police Executive Research Forum; <https://perf.memberclicks.net/career-opportunities>
- UN, The International Court of Justice (World Court or ICJ); [http://www.icj-cij.org/en;](http://www.icj-cij.org/en/unjobs.org)
unjobs.org (search by Organization)
- The United States Department of Justice; [https://www.justice.gov/careers,](https://www.justice.gov/careers)
<http://www.justice.gov/criminal/opdat/emp-opps/>

NGOs and Think Tanks

- Abt Associates; www.abtassociates.com
- Annie E. Casey Foundation; www.aecf.org
- Center for Court Innovation; www.courtinnovation.org
- Citizens for Juvenile Justice; <http://www.cfjj.org/>
- Community Resources for Justice; www.crj.org
- The Council of State Governments; <http://csg.applicantpro.com/jobs/>
- Department for International Development, United Kingdom;
<https://www.gov.uk/government/organisations/departement-for-international-development/about/recruitment>
- MassINC; <http://www.massinc.org/>
- Mathematica Policy Research; <http://www.mathematica-mpr.com/>
- Open Philanthropy Project; <https://www.openphilanthropy.org/>
- Pew Charitable Trusts; <https://jobs-pct.icims.com/jobs/intro?hashed=0>
- RAND Corporation; www.rand.org
- Right on Crime; <http://rightoncrime.com/>
- Roca; www.rocainc.org
- The Urban Institute; www.urban.org
- Vera Institute of Justice; www.vera.org
- The W. Haywood Burns Institute for Juvenile Justice Fairness & Equity,
<http://www.burnsinstitute.org/>

Links to external websites and resources are provided for informational purposes only and do not represent endorsement by the Harvard University John F. Kennedy School of Government. Thank you to Brian Welch at the HKS Program on Criminal Justice Policy & Management for input on this document.