**Background Information**

The Criminal Justice Alliance advocates for positive changes to make the criminal justice system work better. Our insight comes from [our members](https://www.criminaljusticealliance.org/members/): over 180 non-profit organisations with expertise across the whole criminal justice system. Their broad remits enable us to piece together the right formula for lasting change.

**Our vision** is of a fair and effective criminal justice system that works well for everyone and leads to a more equitable society.

**Our mission** is to achieve sustainable, systemic change, through the collective power of our membership network.

Our new five-year strategy called [‘Reimagine, Redesign, Rebuild: Driving systemic change together’](https://www.criminaljusticealliance.org/wp-content/uploads/CJA-Strategy-2022-2027.pdf) launched in April 2022. It sets out an ambitious plan to remove the barriers to achieve positive and sustainable change. Using a collective and co-ordinated effort, we combine different approaches to shift culture, power, narratives and policy. We use our unique view across the whole criminal justice system and draw on the depth and breadth of our members’ expertise.

Based in central London, our small [staff team](https://www.criminaljusticealliance.org/about-the-cja/our-staff-trustees/) is led by Director Nina Champion. We also regularly employ paid interns in partnership with [The Longford Trust](https://www.longfordtrust.org/) and support prison officers from [Unlocked Graduates](https://unlockedgrads.org.uk/) with work placements. [Our Board](https://www.criminaljusticealliance.org/about-the-cja/our-staff-trustees/) is made up of representatives of our member organisations with other trustees bringing outside knowledge and experience.  [Our funding](https://www.criminaljusticealliance.org/about-the-cja/) comes from a range of trusts and foundations, along with member subscriptions.

We value having a diverse range of perspectives, expertise and insights in the organisation. We are particularly keen to receive applications from Black, Asian and minority ethic people and people with lived experience of the criminal justice system**.**

**Key Terms and Conditions**

**Location** 26.6 Chester House, Kennington Park, 1-3 Brixton Road, London, SW9 6DE (We have an agile working policy which allows for hybrid working.)

**Salary** £35-40,000 p.a. (depending on experience)

**Normal hours** Notional hours for the purpose of calculating sick pay etc are 35 hours a week. However, the demands of the post occasionally require a flexible approach to timing and duration of the working day.

**Annual Leave** 25 days and additional ‘CJA Days’ of 27-31 December inclusive.

**Pension** 7% employer contribution in addition to statutory employee contribution.

**Probationary period** Six months.

**Sick Pay** Prior to completion of the probationary period sick pay is at the Director’s discretion. Subsequently, up to one-month full pay and two weeks half pay are payable in any 12-month period, rising incrementally to three months full pay and six weeks half pay after four years.

**Notice** During the probationary period you will be entitled to receive, and are required to give, at least two weeks’ notice of termination. After successful completion of the probationary period you are entitled to receive, and are required to give, three months’ notice of termination.