Mayor's Office of Neighborhood Safety and Engagement

Position: Community Partnership Manager

Reports to: Deputy Director of Group Violence Reduction Strategy

Job Summary

The Community Partnership Manager will coordinate community, City and funding partners around mobilizing and amplifying a community "moral voice" against violence to high-risk individuals and groups identified through the strategy. The Group Violence Reduction Strategy (GVRS) is a partnership-based violence reduction strategy that employs respectful, direct communication with individuals at the highest risk of involvement in gun violence to keep them safe, alive and free. While its primary goal is to reduce shootings, when implemented with fidelity, the strategy has also been shown to reduce recidivism among participants and improve community-police relations. The Community Partnership Manager will be a core member of the team responsible for leading the City's flagship effort to reduce gun violence and promote justice.

Priorities for GVRS include:

- Design and development of the strategy in Baltimore;
- Strengthen and coordinate wrap-around services and support for high-risk individuals;
- Ensure the authentic participation of directly impacted community members in GVRS operations sand governance; and
- Ensure that strategy partners' focused efforts are carefully coordinated around high-risk individuals and groups.

Guided by the Mayor's vision for Baltimore and rooted in a holistic approach to neighborhood health and safety, the Mayor's Office of Neighborhood Safety and Engagement (MONSE) empowers community partners and city agencies to play a more active role in the co-production of public safety and prevention of violence through a trauma-responsive, healing-centered, and equity-based approach for the benefit of all Baltimoreans.

The ideal candidate has experience working in community engagement and organizing in Baltimore City, especially within the context of multi-sectorial partnerships. In addition, the ideal candidate possesses significant project management experience and has excellent public presentation and facilitation skills.

Key Responsibilities

Management and Oversight

- Oversee grant and contracts with community organizations(s) and specific community representatives to engage participants in the Strategy in changing community norms and narratives around gun violence.
- Serve as the primary liaison between the Mayor's Office and community partners in the planning and implementation of GVRS
- Work closely with funders, the City of Baltimore's Bureau of Procurement, the Bureau of Budget and Management Research and others, as appropriate, to manage grants and contracts related to the community component of the strategy
- Track community involvement in the Strategy, including through engagement with high-risk individuals.
- Conduct regular site visits to review progress and identify barriers (virtual, if necessary)

Coordination

- Mobilize and support the authentic participation of directly impacted community members, including "influentials" – people close to high-risk individuals, who care about them, are respected by them, and who are likely to influence them in a positive way – in GVRS operations and governance
- Educate community stakeholders on the strategy and advise them on how they can be involved
- Assist with facilitation between community stakeholders and place-based partners, including city agencies and private sector partners, to amplify community voices and activate community spaces against violence.
- Lead coordination between community stakeholders and law enforcement partners in promoting the values of procedural justice –fairness and transparency in how law enforcement decisions are made, and justice administered.
- Ensure consistent attendance and full participation at GVRS-related events (e.g., planning meetings and public-facing events)
- Facilitate working group meetings; co-facilitate as appropriate
- Proactively cultivate relationships with City and community partners,
- Align and strengthen community coordination systems within City operations, policies and budget

Evaluation

- Serve as City lead and primary responsible on all internal and external efforts to assess and evaluate the performance of the community component of the strategy.

Qualifications/Skills

- Excellent interpersonal and communication skills (written and verbal)
- Strong ability to build and maintain relationships across a range of stakeholders
- Good analytical, negotiation, and problem-solving skills
- Ability to manage multiple programs simultaneously
- Professional administrative, time and task management capacity
- Genuine commitment and sensitivity to Baltimore City residents and community issues
- Ability to work collaboratively with police officers and other criminal justice partners
- Highly motivated and independent, yet team-oriented

- Must be able to work flexible hours and have reliable transportation
- Bachelor's degree in social work, urban planning, criminal justice, public health or other related field.
- Minimum of three (3) years in program management and oversight
- Experience working with in affected communities in Baltimore City on participatory, community-based public safety strategies

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About the Mayor's Office of Neighborhood Safety and Engagement

Our Mission

Guided by the Mayor's vision for Baltimore and rooted in a holistic approach to neighborhood health and safety, the Mayor's Office of Neighborhood Safety and Engagement (MONSE) empowers community partners and city agencies to play a more active role in the co-production of public safety and prevention of violence through an equity-based, healing-centered, and trauma-informed approach for the benefit of all Baltimoreans.

Our Guiding Values

In everything that it does, MONSE is committed to upholding its core values of being:

- *Equity-based.* Focused on promoting justice in reducing disproportionate negative impacts of current and future policies and practices.
- *Healing-centered.* Preventing violence must be paired with repairing harm.
- *Trauma-informed.* Based on understanding and integrating knowledge about the causes and consequences of trauma.
- *Justice-oriented*. Real justice is about more than punishment; it is also about restoration, renewal, and healing from past harms.
- *Partnership-based*. Just as violence is intersectional, so must the solutions, relying on cross-system partners and partnerships.
- *Transparent.* Strong partnerships require trust; and trust demands transparency and accountability.
- *Data- and research-driven.* Relying on data and the best available experimental and experiential evidence to guide decision making.
- *Results-oriented.* Devoted to delivering impact.