

## ABOUT BRG

Bright Research Group (BRG) is expanding our network of independent consultants to partner with us on a range of systems change, training, and capacity building projects within our criminal justice and community safety portfolio. This is an opportunity to join BRG's independent contractor pool.

BRG is a cutting-edge consultancy based in Oakland, CA. Our mission is to help social impact efforts become more responsive to the strengths, preferences, and behaviors of target consumers and communities. BRG partners with public agencies, philanthropies, community coalitions, and community-based organizations that are working to re-envision community safety, interrupt the harm caused by incarceration, build racial justice movements, and re-imagine policing and law enforcement. Our services include training and capacity building, community engagement, and evaluation. Examples of recent work in our community safety portfolio include:

- [San Francisco Safety + Justice Challenge Fellowship](#): Fellowship design & implementation for two fellowship cohorts, with participatory action research projects focused on expanding access to restorative justice and supports for individuals with housing, homelessness and criminal justice system involvement.
- [Contra Costa County Restorative Justice Initiative Community Needs Assessment](#): Review of best practices for effective RJ approaches, landscape analysis of RJ practices and programming in Contra Costa County, and community engagement to inform recommendations for expanding RJ strategies in the County.
- [City of Oakland Department of Violence Prevention \(DVP\) Training & Capacity Building](#): Design and implementation of a training agenda for the DVP and the network of community based organization grantees.

## INDEPENDENT CONSULTANT ROLE

Independent consultants are engaged on a project-specific basis and join the BRG network subconsultant pool. Consultants must possess the following skills:

### *Training and Facilitation*

- Design & facilitate dual capacity building fellowships for fellows with lived experience and system partners
- Design & facilitate trainings, community meetings and town halls in collaboration with BRG clients
- Develop training agendas, design curriculum, and partner with expert trainers to support identified learning needs

### *Community Engagement*

- Design and lead community engagement processes to inform alternatives to policing, community safety, and racial justice initiatives
- Develop and test innovative community research methods with impacted communities
- Design, lead and facilitate community engagement activities including focus groups, interviews, town halls, pop ups, and community workshops

- Lead collaborative analysis and preparation of reports of findings, videos, and other reporting methods.

#### *Research & Evaluation*

- Design and conduct outcome and process evaluations of racial justice initiatives, criminal justice reform programs, and alternatives to policing
- Collaborate with Senior Research Associates, external subconsultants, Perez Research Fellows and trainers
- Conduct qualitative analysis of data, with an eye towards generating actionable insight
- Develop reports of findings, PowerPoints, briefs, and videos to convey findings and results

#### *Client Relationships*

- Provide strategic advising, coaching, and other technical assistance to funders and other community partners
- Manage client communications and relationships

## QUALIFICATIONS

Independent consultants are experienced researchers, trainers, and facilitators with a minimum of seven years of experience leading evaluation and research projects, conducting community research and engagement activities, and designing and facilitating trainings, input processes, and other learning experiences in the social impact sector. We are looking for individuals with:

- Deep content knowledge related to criminal justice reform, public health & safety, violence prevention, systems change strategies, and movement building
- Expertise conducting qualitative research & evaluation, community input, and community engagement, using an empowerment lens
- Experience designing curriculum and facilitating trainings using the principles of adult learning theory
- Exceptional writing skills, and experience developing reports for a variety of audiences, especially external funders/general public and internal client stakeholders
- Exceptional client management and communication skills.
- Experience working with publicly or privately funded initiatives to advance racial justice for Black, Latino and low-income communities. Experience working within government agencies is a plus.

## HOW TO APPLY

This is a contracting opportunity. If you are interested in joining the BRG Network of independent consultants, please submit a letter of interest, resume, and hourly rate to:

[admin@brightresearchgroup.com](mailto:admin@brightresearchgroup.com)