

Position Details

Position Title: Forensic Social Worker	Exempt Status:
Employment Status: • Fulltime, Regular Reports to: Co-Executive Operations & Programs Work Location: • TJP In Person	Exempt • Administrative • Professional



Job Description & Position Posting Forensic Social Worker

About Transformative Justice Project

Our Mission: Transformative Justice Project of Colorado is on a mission to abolish the school-to-prison pipeline by dismantling systemic racism embedded in the existing institutions of education, mental health, and criminal injustice, while helping young people to develop the tools to define their own story.

Our Vision: We build a world where we keep kids in school and out of prison.

Core Values: Radical love, anti-racism, community, decolonizing/reindigenizing, collective healing

Founded in 2010 as the Colorado Juvenile Defender Center, we initially focused on legal defense. In 2023, we transformed into TJP and expanded our work to include Community Cares—our flagship program providing holistic, wraparound support to youth ages 10-25 who are navigating the legal system.

Through Community Cares, we offer decolonized mental health services, court advocacy, court accompaniment, transportation, resource navigation, and community connection. We don't just represent youth in court—we walk alongside them through probation, school discipline, housing challenges, and the barriers that systems create.

We also work upstream through LYRIC (constitutional rights education), and Believe in Youth (record expungement and reintegration support).

TJP meets young people where they are—before, during, and after system contact—because we believe there are no bad kids, only unmet needs.

Position Summary: The Forensic Social Worker is a full-time, exempt, regular position reporting to the Co-Executive Director Operations & Programs that supports the organization's vision of keeping youth in school and out of prison by carrying out essential duties that promote advocacy, safety, and systemic change across education, mental health, and justice systems.

This professional role operates with a high degree of autonomy and requires the consistent application of advanced knowledge in behavioral health, adolescent development, and the youth criminal injustice system. The Forensic Social Worker serves as a primary point of coordination across legal, clinical, and community systems while maintaining strong, trust-based relationships with youth and families. This is a small and highly collaborative work environment. This role will work closely with the Youth Care Coordinator.

Essential Responsibilities:

Case Management & Service Planning

- Conduct comprehensive assessments and independently determine appropriate interventions
- Develop, implement, and adjust individualized service plans based on professional judgment
- Manage a caseload with minimal day-to-day supervision while maintaining alignment with organizational goals
- Evaluate risk, progress, and changing circumstances to inform service delivery decisions
- Engage and build partnerships to provide wrap around services

Mitigation & Legal Advocacy

- Utilize a holistic, client-centered approach to identify biopsychosocial needs and incorporate them into mitigation and service planning
- Conduct in-depth interviews, gather records, and collaborate with families and support networks to develop mitigation narratives that uplift each youth's life story and contextualize system involvement
- Partner with attorneys to support mitigation efforts related to bond hearings, case negotiations, and sentencing, contributing to equitable and treatment-oriented outcomes
- Prepare written summaries, reports, and supporting documentation for legal stakeholders
- Help youth and families understand court processes, expectations, and requirements

Court & Legal System Coordination

- Attend court proceedings and serve as a consistent support to youth throughout legal involvement
- Coordinate with public defenders, district attorneys, probation officers, and court personnel
- Translate court requirements into actionable steps for youth and families
- Advocate for diversion, alternatives to detention, and community-based interventions

Youth & Family Engagement

- Build and maintain strong, trust-based relationships with youth and families using a trauma-informed approach
- Provide coaching and guidance to support behavioral change, emotional regulation, and decision-making
- Partner with caregivers to strengthen family systems and support long-term stability

Crisis Response & Behavioral Health Support

- Independently assess and respond to crisis situations in community settings
- Develop and implement safety plans
- Connect youth to appropriate behavioral health services and determine appropriate levels of care

Community-Based Coordination & Resource Navigation

- Conduct field-based work, including home visits, school meetings, and community appointments
- Connect youth to treatment, transportation, educational supports, employment resources, and pro-social opportunities
- Coordinate services to reduce barriers to court compliance and promote stability
- Build and maintain partnerships with local providers and community organizations

Program Support, Supervision & Data Tracking

- Support the development and maintenance of community partnerships that strengthen holistic service delivery
- Supervise or mentor interns, as applicable
- Contribute to data tracking, documentation, and reporting efforts to demonstrate program impact and support funding requirements

Documentation & Compliance

- Maintain timely, accurate, and compliant case records
- Prepare reports for internal, legal, and funding purposes
- Ensure confidentiality and compliance with applicable laws, regulations, and ethical standards

Other Responsibilities:**De-Escalation, Safety & Judgment Expectations**

Because this role works with youth who may have experienced trauma, system involvement, or prior negative interactions with law enforcement, staff are expected to:

- Use de-escalation strategies and conflict-reduction techniques whenever possible
- Exercise sound judgment in emotionally charged or unpredictable situations
- Follow organizational safety protocols and seek supervisory support when needed
- Prioritize the physical and emotional safety of youth, families, staff, and the community
- Respond respectfully and effectively to individuals of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that affirms dignity and worth.

Confidentiality & Ethical Responsibilities

This position requires access to sensitive and confidential information related to youth, families, and community partners. Employees must:

- Maintain strict confidentiality in accordance with organizational policy, ethical standards, and applicable state and federal laws
- Understand and comply with mandatory reporting obligations, as applicable
- Use discretion and professionalism in all communications and documentation

Job Description Disclaimer

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. TJP is a small, highly collaborative team. Duties may evolve based on organizational needs, funding, or community priorities as we serve our mission.

Work Location, Schedule, and Environment:

- In-person at TJP Headquarters (985 Santa Fe Drive, Denver, CO 80204) and field sites throughout the Denver Metro Policy
- This is a highly independent, field-based role requiring regular travel to courts, homes, schools, and community locations
- Occasional evening and weekend work for events, community meetings, and court accompaniment
- Local travel within Colorado metro area required; occasional statewide travel
- Flexibility and capacity to work in a fast paced, fluid, changing work environment
- Administrative tasks will require work in a home office or office setting
- Working on a computer for multiple hours at a time, sitting or standing
- Bending, twisting, and lifting associated with event site setup
- Ability to drive for extended periods as needed
- Ability to engage in emotionally demanding work while maintaining professional boundaries

Position Requirements:

- Commitment to racial justice, disability justice, and dignity-centered advocacy
- Legal authorization to work in the United States
- Ability to provide two professional references
- Valid Colorado driver's license and ability to maintain legally required auto insurance
- Ability to safely transport youth and, when applicable, parents or guardians
- Access to reliable transportation to travel to the TJP office and community sites
- Ability to work remotely with reliable internet service and an appropriate workspace, if applicable
- Access to a mobile phone or device

Required Education, Experience and Skills**Education Experience**

- Master's degree in Social Work (MSW) from an accredited institution
- **Active, unrestricted Colorado LCSW license** or working towards licensure
- 2+ years experience working with legal system-impacted or youth strongly preferred
- 2+ years experience navigating or working within the legal system in Colorado preferred

- 2+ years background in legal, education, social work, or related fields preferred
- At least one year of relevant field or related experience
- 2+ years work with diverse communities

Required Skills:

- Demonstrated ability to work independently and manage complex cases with minimal supervision
- Strong understanding of trauma-informed care and adolescent development
- Knowledge of juvenile justice processes and systems
- Forensic interviewing and psychosocial assessment
- Risk assessment and safety planning
- Critical thinking and objective analysis
- Ability to exercise sound judgment in dynamic and high-stakes situations
- Strong communication skills, including professional documentation and court-related communication
- Ability to build trust and effectively engage youth and families from diverse backgrounds
- Strong organizational and time management skills
- Strong clear, kind and direct advocacy
- Strong interpersonal, communication, and boundary-setting skills
- Ability to remain calm and grounded in high-stress or emotionally intense situations
- Commitment to equity, inclusion, and trauma-informed practice
- Strong organizational and problem-solving skills
- Excellent written and oral communication skills
- Skilled in de-escalation, crisis response, and conflict resolution
- Safe driving practices
- Proficient at Google Suite

Preferred Skill & Experience:

- Bilingual or multicultural experience relevant to the communities served
- Training or experience in de-escalation, restorative practices, or conflict resolution
- Experience working in youth advocacy, education, youth justice, or community-based nonprofit settings
- Non-profit Sector Experience
- Experience collaborating with attorneys, courts, and multidisciplinary teams.

- Experience working with youth, families, or communities impacted by trauma, system impacted, or social inequities

Compensation & Benefits:

Annual Salary/Hourly Pay Range: \$81,000 - \$85,000

Semi-Monthly pay periods

Full-time Regular Benefits:

- Medical Insurance and Dental 100% premiums paid for employee
- Paid Sick Leave up to 48 hours
- Paid vacation leave up to 80 hours
- 11 paid holidays & breaks. Holidays
- Provide paid seasonal breaks for Winter Holiday Break, Spring Break and Fall Break. (Follows the Denver Public Schools schedule for these closures)
- Ongoing learning and growth through workshops, training, and career development resources.
- Public TJP is a Service Loan Forgiveness (PSLF) eligible employer.

EEO Statement: The Transformative Justice Project of Colorado does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services.

How to apply:

- Successful applicants will ensure their resume and cover letter clearly demonstrate that their work experience describes how they meet all required qualifications and how experience applies to the position and TJP mission.
- People with a criminal record are encouraged to apply.
- **Please include “Transformative Justice Project Position” in the subject line.**
- **External applicants** email a resume, qualifications and cover letter to barbs@tjpcolorado.org .
- **Internal applicants** email a letter of interest and a summary of qualifications to barbs@tjpcolorado.org within 48 hours. All internal applicants can apply for positions anytime the position remains open, however, TJP requests that internal applicants notify and apply for positions within 48 hours for business purposes