



Safe Streets and Second Chances (S3C) Initiative  
5 Key Model for Reentry Program Demonstration Project

**Reentry Program Specialist**

**PROJECT OVERVIEW:**

Mass incarceration continues to be a significant public health and public safety issue in the United States. At the beginning of the 21st century, there was growing excitement and energy surrounding programs designed to aid the transition from prison to the community. Now well over a decade later, innovations in prisoner reentry programs have fallen into a rut as most are found to only have a negligible impact on recidivism and mass incarceration because the programs simply cannot meet the growing demands on reentry services.

In order to disrupt the current state of poor outcomes for prisoner reentry, a team lead by Institute for Justice Research and Development (IJRD) researchers identified and are refining a program that addresses the 5 Key ingredients to successful reentry entitled the 5 Key Model for Reentry Program. This manual was built on a review of over 100,000 program evaluations. Using the most cutting-edge research available, we selected the most potent interventions and combined them into one reentry program manual. The 5 Key Model for Reentry Program focuses on the social mobility and well-being of formerly incarcerated individuals to ensure individuals will remain crime-free and contribute positively to society. Research indicates that a focus on mobility and well-being best maximizes public health and public safety.

The IJRD team is currently researching and refining the 5 Key Model for Reentry Program using a demonstration project in 4 states. We are conducting this research in collaboration with the Safe Streets and Second Chances (S3C) Initiative. The research entails a randomized controlled trial and involves researchers and practitioners in its implementation and refinement process. We are hiring local teams in each state and this position is a part of one of those local teams.

**POSITION OVERVIEW:**

The Reentry Program Specialist is responsible for coordinating and implementing reentry services with participants returning from prison to the community. Duties include developing and implementing treatment plans, including utilizing evidence-based interventions. The individual must possess a demonstrated ability to work in a highly collaborative environment. Over time, the Reentry Program Specialist will be responsible for supervising masters level social work practicum students and providing clinically related supervision.

**PRIMARY RESPONSIBILITIES:**

- Implement an evidence-driven model of reentry services: the 5 Key Model for Reentry Program
- Oversee the coordination and integration of participants' pre- to post-release clinical services within a multidisciplinary environment
- Conduct biopsychosocial assessments, formulate individualized service plans, and evaluate participant progress
- Lead team meetings and review participants' progress toward identified goals
- Utilize motivational engagement techniques to support and encourage, retain, and support participants in services
- Provide individual counseling and provide evidence-based interventions, including solution focused brief therapy and harm reduction approaches

- Interact with participants' families and other natural and community supports that will aid in reentry and reintegration
- Collaborate with other service providers in the delivery of participant services, motivating and training them to deliver clinical care with fidelity and competence
- Collaborate with corrections staff pre- and post-release as needed for the development of individualized service plans and evaluation of participation and progress
- Participate in fidelity monitoring of own intervention work
- Supervise graduate student interns
- Fully participate and adhere to research and practice protocol of the demonstration project

### **REQUIRED QUALIFICATIONS:**

- Master's degree in social work, psychology, or related counseling field
- Ability to obtain and maintain prison-based security clearance
- Ability to adapt to flexible schedule needs

### **PREFERRED QUALIFICATIONS:**

- A minimum of 2 years' post-masters experience with high-risk/high needs populations
- At least one year of supervisory experience
- Knowledge of criminal justice, mental health, substance abuse, trauma, and other related populations
- Experience providing evidence-based programming and practices to vulnerable populations
- Experience delivering manualized interventions
- Proficiency and/or familiarity with motivational interviewing and cognitive behavioral approaches, and a strengths based focus therapy is highly desired
- Ability to engage effectively with both participants and colleagues through verbal and written communication
- Skilled in writing and maintaining computer-based participant records in an accurate and timely manner
- Ability to respond to crisis situations and psychiatric emergencies utilizing appropriate crisis intervention techniques
- Highly organized, self-starter with good interpersonal, problem-solving, and analytical skills

### **TRAVEL:**

This position requires regular travel throughout the region and periodic travel to prisons. A reliable automobile, valid driver's license and vehicle insurance are required for this position.

Availability for some evening and weekend work is required.

**HOURS:** 40 hours per week

**LOCATION:** home office + travel to study site locations

**HIRING LOCATIONS:** Florida (Duval County); Pennsylvania (Allegheny County); Louisiana (East Baton Rouge Parish) and Texas (Dallas County)

**CONTACTS:** To apply for this position, please email Nancy McCarthy at [nancy.mccarthy.research@gmail.com](mailto:nancy.mccarthy.research@gmail.com). Please include a cover letter, resume, and the contact information of three references. For inquiries about this position, please contact Stephen Tripodi, [stripodi@fsu.edu](mailto:stripodi@fsu.edu).