



THE WREN COLLECTIVE

Texas-Based Principal

The Wren Collective is recruiting a principal (7+ years of criminal justice or relevant policy experience) to join our team and focus primarily on Texas projects. Wren is a remote, fiscally-sponsored 501(c)(3) that aims to massively shrink the legal system through research, policy, and communications efforts. We work across systems to disrupt harmful, carceral, and racist policies, and push to replace them with solutions that actually address the needs of vulnerable communities. Our work is driven by evidence about what actually builds people up, informed not just by criminal legal system research but public health, economic, and other sociological areas that provide better solutions to some of our country's most intractable problems.

Wren does not work on just one subject area. Rather, we use our expertise in research and communications to find areas where we can have the greatest impact, supporting those who agree with our North Star: creating healthier and safer communities. We work with public defenders, elected officials, grassroots and grassroots organizations, doctors, and reporters.

We are expanding our work in Texas, focusing on both indigent defense and policy reform at the local level. Because this position will require travel throughout the large state, we seek someone who lives in the state and has extensive experience working in it.

Desired qualifications:

- 7+ years of combined social justice work experience;
- experience working on policy change throughout Texas;
- indigent defense experience or experience working with indigent defense systems;
- strategic and creative problem-solving;
- ability to work collaboratively in a team environment on projects;
- self-motivated work style and capacity for a leadership role in projects;
- strong research and writing skills;
- experience working with data;
- ability to travel;
- ability to work remotely and autonomously; and
- a passion to end mass incarceration and the racism and inequality in the criminal legal system.

Salary ranges from \$120,000-140,000, depending on experience and qualifications. We also offer health insurance, a retirement plan, 5 weeks of paid time off each year plus federal holidays, fully remote work, and flexible hours.

If you are interested in joining us, **please send a resume and cover letter** to



info@wrencollective.com as soon as possible. While the deadline is rolling, we aim to hire for this position quickly. Applications received by May 1st will receive priority. For more information: www.wrencollective.org