

ASC-DIVISION OF CORRECTIONS & SENTENCING

ALTAC

industry
rundown

DCS

ALTAC
series

Let's #RockAltAc

ALTERNATIVE- ACADEMIC

Careers Workshop Series

The ASC Division on Corrections & Sentencing (DCS) is committed to facilitating access and opportunities to student growth and learning.

The world of careers students can choose with a criminal justice degree outside of academia is growing. Currently, however, there is a gap in knowledge, resources and services faculty mentors and their departments can provide to students who are interested in learning more about these alternative career spaces. As a result, many students must find ways to facilitate their own connections, piece together information about available jobs from the litany of sometimes confusing and overwhelming online portals, and learn to navigate a completely different hiring and negotiation process – one with which their faculty advisor may not have much experience.

Students must do this while also navigating the pressures and stigma of making the decision to leave a university setting.

The DCS *AltAc Careers Workshop Series* is dedicated to providing instructional information to students, curating resources, materials and support for students actively navigating these career spaces, and building connections with practitioners with strong research backgrounds.

LET'S #ROCKALTAC TOGETHER

THE INDUS TRIES

You can do research or research adjacent work across various industry sectors. Learn more about these key industry sectors and how they compare across core components.

GOVERNMENT

**NON-PROFIT RESEARCH, TRAINING AND
TECHNICAL ASSISTANCE**

FOR-PROFIT RESEARCH & CONSULTING

NON-PROFIT ADVOCACY

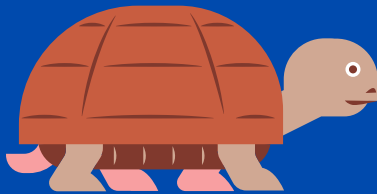
TECHNOLOGY

CORPORATE AMERICA

DCS

ALTAC
series

GOVERNMENT



Slower pace

PACE OF WORK

Work in public institutions at city, county, state, and federal levels. Government careers offer opportunities to shape policies, directly influence practices, and serve communities.

DEFINITION

Commonly free to pose questions and methods within frameworks of larger initiatives or key priority areas.



AUTONOMY OF IDEAS

Data/research analyst, data scientist, policy advisor, policy analyst, legislative analyst/advisor, program analyst, program manager.

ROLE/POSITIONS

Typically roles are for generalists, but can be specialist or subject matter expert (SME) at higher levels.



SME V METHODOLOGIST

Compensation ranges but much less flexible/room for negotiation.

Typical benefits: Public service loan forgiveness, job security, good health insurance, 401K, and retirement benefits.

SALARY & BENEFITS



Agency executive teams, legislature or politicians, policy makers and program stakeholders, and the general public.

AUDIENCE



Police departments, courts, district or state attorney offices, public defenders, sheriff's office, probation agency, state or federal legislature, regulatory agencies, and federal agencies (e.g., National Institute of Justice).

EXAMPLE COMPANIES

NON-PROFIT RESEARCH & THINK TANKS

Variable/little faster,
generally funded by
1 - 3 year contracts.



PACE OF WORK

These organizations offer a unique space for generating knowledge and solutions to societal challenges in accessible ways. They typically focus on evidence-based research, collaborate with experts and communities, and are often driven by a mission to advance knowledge and serve the public.

DEFINITION

Flexible to be creative and innovative, sometimes must work within client requests and grant guidelines.



Data/research analyst, data scientist, policy advisor, policy analyst, program analyst, program manager.

ROLE / POSITIONS

AUTONOMY OF IDEAS

Compensation ranges but some room for negotiation, particularly for salary.

Typical benefits: Public service loan forgiveness, flexible time off, and remote work.

SALARY & BENEFITS

Agency executive teams, legislature or politicians, policy makers and program stakeholders, and the general public.

AUDIENCE



Typically roles are for generalists, but can be specialist or subject matter expert (SME) at higher levels or in topic-specific spaces.

SME V METHODOLOGIST

Vera Institute of Justice, RAND, RTI, Westat, Justice System Partners, National Policing Institute, The Council of State Governments, The PEW Charitable Trusts, Urban Institute, Brookings Institute, and Center for American Progress.

EXAMPLE COMPANIES



FOR-PROFIT RESEARCH & CONSULTING FIRMS



Fast pace, and generally funded via billable hours.

PACE OF WORK

For-profit research or consulting firms are spaces where professionals provide specialized expertise to assist businesses, organizations, or clients to make data-driven decisions and solve complex problems. These firms generate revenue by offering research-driven insights, in-depth analyses, strategic advice, and innovative solutions to meet clients' needs and contribute to industries' growth.

DEFINITION

Questions and ideas are commonly specified by customer; methods can be flexible but generally within customer resources and needs.



Data/research analyst, data scientist, associate, program analyst, program manager, consultant, specialist.

ROLE / POSITIONS

AUTONOMY OF IDEAS

Compensation ranges but generally starts significantly higher than other industries -- nearly everything is negotiable. People tend to work a lot in this sector, save money, and then move to other sectors for slower pace.



Professionals tend to be generalists or specialize in methodologies; however, more often in this industry space than other spaces, individuals can work as subject matter experts (SME).

SME V METHODOLOGIST



SALARY & BENEFITS

Clients and customers, funders, practitioners, and industry leaders.



The Moss Group, Booz Allen Hamilton, Deloitte, PWC, Accenture, Gartner, McKinsey and Company, Bain & Company, HIS Markit, Forrester Research, and Professional Associations: Police Executive Research Forum (PERF), American Correctional Association (ACA), and American Probation Parole Association (APPA).

AUDIENCE

EXAMPLE COMPANIES

NON-PROFIT ADVOCACY

Often pace of work may be consistent throughout the year, but some spaces may require faster pace projects or assignments timed with current events.



P A C E O F W O R K

Mission driven questions about social impact and justice, typically rely on secondary data for analysis.



A U T O N O M Y O F I D E A S

Compensation ranges and may start lower in organizations mostly funded via donations, but some room for negotiation related to salary.



Typical benefits: Public service loan forgiveness and remote work.

S A L A R Y & B E N E F I T S

Legislature, policy makers, program stakeholders, and the general public.



A U D I E N C E

Professionals in this field focus on generating evidence to promote positive change, raise awareness of critical issues, and influence national policies. Their work contributes to advancing causes benefitting society.

D E F I N I T I O N

Data/research analyst, data scientist, policy advisor, policy analyst, program analyst, program officer, program manager, specialist, fellow, associate, research associate.

R O L E / P O S I T I O N S

Roles tend to focus on a key topic area either by concept or process, and may require more expertise or some understanding of the nuance about the topic.



S M E V M E T H O D O L O G I S T



The Sentencing Project, Prison Policy Initiative, The Marshall Project, ACLU, Death Penalty Information Center, UN, InterAmerican Development Bank.

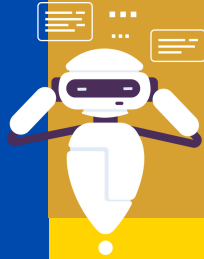
E X A M P L E C O M P A N I E S

TECHNOLOGY



Commonly fast-paced, but also larger projects potentially spanning many years.

PACE OF WORK



The technology space encompasses a wide range of professions focused on developing, implementing, and maintaining innovations to improve and streamline various aspects of modern life.

DEFINITION

The roles include areas related to data science, research, product research and development, user experience (UX) research, artificial intelligence, cybersecurity, people scientist, trust & safety professionals.

Questions specified by product team, company, or needs of customer while methods are flexible.



ROLE / POSITIONS

Roles generally require deep understanding of a specific method or approach to problem solving.



AUTONOMY OF IDEAS

Compensation ranges but starting salaries may start higher than other industries and there is often a lot of room for negotiation.

Typical benefits: flexible hours, remote work possible, and extensive family planning benefits.

SALARY & BENEFITS

SME V METHODOLOGIST

Company product teams, company executives, industry leaders, and regulators.



AUDIENCE

Recidiviz, Measures for Justice, FinTech Cybersecurity, IBM, Palo Alto Networks, Meta, TikTok, and YouTube.

EXAMPLE COMPANIES

CORPORATE AMERICA

Often pace of work may be consistent throughout the year, but some spaces may require faster pace projects or assignments during specific times of year.



PACE OF WORK

Corporate America is dominated by large, established companies operating in various industries. It encompasses structured and hierarchical work environments characterized by formal policies, procedures, and a focus on profit-driven goals.

DEFINITION

Market research, product research and development, risk and compliance, loss prevention, trust and safety associates, cybersecurity, behavioral science, people science.

ROLE/POSITIONS

Questions specified by product team, company, or needs of customer while methods are flexible.



AUTONOMY OF IDEAS

Compensation ranges but starting salaries may start higher than other industries and there is often room for negotiation. Typical benefits: 401K, hybrid possible, and significant health insurance.

SALARY & BENEFITS

Roles require generalists, but some roles may require understanding of a specific methodology.



SME V METHODOLOGIST

Company product teams, company executives, shareholders, and investors.

AUDIENCE



Walgreens, Scotia Bank, Amazon, Target, Google, JP Morgan Chase (or, most major banking firms).



EXAMPLE COMPANIES

ROCK ALTAC

