



Multnomah County **DIRECTOR OF THE DEPARTMENT OF COMMUNITY JUSTICE**

Recruitment Announcement

About the Multnomah County Department of Community Justice

Multnomah County's Department of Community Justice (DCJ) is recognized as a national leader in both adult and juvenile community justice. DCJ is committed to evidence-based practices by using data to make informed decisions about our program and policy development. This means DCJ makes smart, effective investments in supervision, sanctions, and services for the county's highest risk and highest need, justice-involved individuals. DCJ also makes long-term investments in its employees through the provision of education and training.

The Department of Community Justice serves a vital role in protecting public safety and strengthening communities. Staff intervene to prevent the recurrence of crime among justice-involved youth and adults by supervising and helping to change problem behavior. They work collaboratively across the County and the community to address critical community

safety needs. They work directly with youth and their families to help change the trajectory of young people engaged in risky behavior. Prioritizing culturally responsive approaches, employees provide supervision, sanctions, and treatment resources to adults, families, youth and communities to address the underlying problems that drive crime.



DCJ organizes its operations and aligns its resources around six strategic goals:

- **Accountability:** Hold justice-involved youth and adults accountable for their actions
- **Behavior Change:** Work with justice-involved youth and adults to reduce delinquent and criminal behavior
- **Commitment to Victims and Community:** Respect and address victims' rights and needs and restore the community
- **Invest in Employees:** Provide tools and resources that promote the resiliency, safety, and wellness of employees and their families
- **Resource Management:** Direct resources to delivering cost-effective services
- **System Change:** Use advocacy and innovation to guide DCJ's work with stakeholders to improve community safety and assure a fair and just system

The department is dedicated to continuous improvement by collecting, analyzing and using performance data. At the heart of this work is the belief in the potential for people to change and transform their lives. By cultivating shared goals and collaborative relationships, we can support individuals on their path to growth and development. Our commitment includes the restoration of victims and survivors. The department has one of the only system-based victim and survivor services teams in the state.

DCJ strengthens the County's commitment to the public safety system by working in collaboration with the courts, law enforcement, schools, treatment agencies and the community.

Vision:

Community Safety through Positive Change

Mission:

To enhance community safety and reduce criminal activity by holding youth and adults accountable in a fair and just manner, assisting them to develop skills necessary for success, and effectively using public resources.

Values:

- A Just and Equitable System
- Collaborative Relationships
- Diversity & Cultural Responsiveness
- Healthy Families
- Information Based Decisions
- Innovation
- Investing in Employees Respect Stewardship

To read more about the work of DCJ please visit <https://www.multco.us/dcj>

The DCJ team is composed of a richly diverse group of people from all walks of life, each of whom brings their own unique experience and story. Staff include parole and probation officers, juvenile court counselors, juvenile custody services specialists, corrections counselors, administrative staff, employment coordinators, victims advocates, community health specialists, program specialists, nutrition staff and many others who dedicate their lives to this crucial work. Come find your why by joining the team to make a positive, lasting impact on individuals and our community.

[Click here to hear directly from DCJ staff](https://youtu.be/gCepbd_QBNU)
https://youtu.be/gCepbd_QBNU

About the Position

Reporting directly to the County Chair and Chief Operating Officer (COO), the Director oversees a budget of \$112.4 million and 460 staff responsible for providing resources and leadership to DCJ employees in a way that fosters a supportive, compassionate, safe, trustworthy, respectful and motivating work environment.

The DCJ Director sets strategy and policy, while acting as guardian for community justice services that represent and support the diverse communities and needs within Multnomah County. The Director works with stakeholders, both internal and external, to collaborate and guide the legal and financial responsibilities of the Department, and on significant matters represents the county to the public, elected officials, other agencies, governments, and organizations. The Director creates a culture of respect, trust and understanding for the highly diverse populations the Department serves in the community.



Key responsibilities of this role are that the Director:

- Inspires and leads the department to achieve high level performance, quality, accountability and excellence. Maintains authentic and trusted leadership reputation.
- Assesses current DCJ operations and develops and implements a plan of recommendations that will enhance effectiveness and efficiency toward efforts such as improved data, governance structures, communication strategies, and operations.
- Provides leadership, direction and support to the DCJ management teams to ensure high quality and effective administration of the Department's programs and functions.
- Leads the department in the development and implementation of long-range strategic planning and budgeting; directs and oversees the development of department policies, procedures, and business practices.
- Oversees, directs and provides final approval on critical reports, policy reviews and studies; presents information regarding the department's business status, goals, objectives, operations, successes and challenges.
- Cultivates and maintains effective working relationships with elected officials, community organizations and leaders and with colleagues across departments to align shared services strategies.
- Directs and approves, through direct reports, the planning, prioritizing, assigning, supervising, training, and review of the work of a diverse workforce, including the implementation of workforce equity initiatives.
- Represents the county in response to media inquiries on county policy and to critical incidents.
- Facilitates partnership development with culturally-based organizations, businesses and governmental entities for service delivery and to build capacity.
- Coordinates and interacts with a broad range of community partners and public stakeholders to implement services to communities of color.
- Assists the County Chair, COO and Board of Commissioners in determining, implementing, managing and administering county strategic plans, annual goals and objectives and their active engagement in regional and statewide actions and advocacy.
- Ensures DCJ programs and services align with County expectations as well as advisory committee guidelines specific to state, federal and regional funding streams.
- Participates in the interpretation, negotiation, management, and enforcement of contracts and grants; coordinates the finalization of budgets to ensure the timely submission of the department budget.
- Advocates with state elected and appointed officials for adequate funding of federal funded or required services, and services funded with state general funds.
- Responsible for the development and completion of Multnomah County's Community Corrections Plan and subsequent submission to the Department of Corrections.



The Ideal Candidate

For this important role Multnomah County seeks a credible, unifying leader who is deeply committed to the success of the Department and is a strategic, big-picture thinker. The successful candidate will possess strong community engagement and interpersonal skills and a high level of emotional intelligence. They will have a desire to collaborate with diverse stakeholder groups and will be a strategic thinker with a passion for social justice, community engagement, and a strong commitment to creating a fair and equitable justice system.



The preferred candidate will have experience and demonstrated success in the following areas:

- Proven large-scale leadership and management experience.
- Experience in shaping policies and programs that promote community-based and restorative justice principles.
- Experience applying or leading with principles of equity, diversity and inclusion in a large, complex organization.
- Knowledge of risk communication and health promotion.
- Significant fiscal responsibility in a complex organization managing budgets, which include multiple sources of funds.
- Ability to interpret laws, ordinances and regulations relating to community justice.
- High level of integrity, ethics and transparency.
- Knowledge of general principles and best practices in the field of community justice.
- Ability to strategically communicate with particular audiences to advance the position and role of the department and its initiatives, such as with elected officials, partner agencies, and the media.
- Successful experience working with private sector, policy makers, tribes, governments, unions, community leaders and other stakeholders and partners.
- Ability to recognize their own privilege and commit to challenging themselves to grow in order to enable effective outcomes and working relationships in cross-cultural situations.
- Experience implementing continuous improvement methods aimed at better outcomes, simplifying processes and reducing costs.
- Ability to lead with cultural humility and advocate strongly for equity, diversity and inclusion.

Desirable Qualifications

A Bachelor's Degree and at least seven years of experience leading community justice programs with considerable practical experience in a senior leadership role within a substantial and complex organization that involves leading a diverse staff and management of significant funds. Public sector experience and labor relations experience is highly desirable.



About the Area

Multnomah County Oregon has a diverse population exceeding 800,000, covering an area of over 465 square miles. Although the county's beautiful and progressive city of Portland has the cultural and recreational opportunities of a large city, it has the heart of a small town. In addition to Portland, Multnomah County encompasses cities such as Fairview, Gresham, Maywood Park, Troutdale and Wood Village. Portland is just thirty minutes from the Cascade Mountains, with hiking, world-class ski resorts, camping and fishing. Travel one-hour west to find some of the most dramatic and pristine beaches on the west coast. Portland lies in the marine west coast climate region, marked by warm, dry summers and rainy but mild winters. Portland is a foodie's dream, with regional cuisine featuring microbreweries and micro distilleries, local wine, seafood, and produce; along with one of the country's largest food cart scenes. Classical music, ballet and our art museum live comfortably alongside vibrant contemporary art and jazz music scenes. Portland is a reader's paradise - our libraries boast the largest circulation in the country and bookstores abound. Sauvie Island, an agricultural and scenic wildlife preserve, has some of the region's best produce, including Oregon's famous berries. Portland has been referred to as one of the most environmentally friendly or "green" cities in the world. The city and region are noted for strong land-use planning and investment in light rail, supported by Multnomah County, a distinctive regional government.

APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter describing your interest in and qualifications for the position
- A current resume

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at karrasconsulting.net by February 15, 2023.

Multnomah County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

If you are a veteran and want to apply for veterans' preference, please include a statement in your cover letter that you are a veteran AND submit a copy of your DD214 or DD215 or other documentation with your application packet by the closing date. Veterans' preference cannot be honored for this recruitment without it.

At the time of job offer, we will complete a verification of academic credentials, professional references and a thorough background investigation which includes, but is not limited to a review of applicant's criminal, civil, driving and military history prior to employment.

Total Compensation

The annual salary range for this position is \$131K - \$209K. Multnomah County is an excellent employer offering an outstanding benefit package including health, dental, disability and life insurance; defined benefit pension; 6% of salary contribution to retirement paid by the County; work-life balance; annual public transit pass; vacation and sick leave. For more information about Multnomah County benefits please visit: <http://web.multco.us/benefits/new-hire-benefits>

