



Pierce County

Pierce County Superior Court
**DEPUTY COURT EXECUTIVE -
JUVENILE COURT**
Recruitment Announcement

Empowering Young People | Strengthening Families | Investing in the Community

About the Role

Pierce County Superior Court is one of Washington's largest and busiest trial courts, committed to delivering fair, timely, and impartial justice while serving the diverse communities of Pierce County. Within the Court, the Juvenile Court plays a critical role in protecting public safety, supporting youth and families, and ensuring that children receive services, accountability, and due process in matters involving probation, detention, dependency, delinquency, truancy, and other juvenile proceedings.

The Deputy Court Executive for Juvenile Court is a key member of the Court's executive leadership team and is responsible for the overall administration and operational management of the Juvenile Court at Remann Hall. Reporting to the Court Executive, the Deputy Court Executive provides strategic leadership for court operations, administrative services, and staff while ensuring the effective delivery of court services in a complex, high-volume environment.

This position oversees the allocation of personnel and operational resources, evaluates business processes, and leads continuous improvement initiatives to enhance efficiency, customer service, and the effective administration of justice. The Deputy Court Executive works collaboratively with judges, commissioners, court leadership, justice partners, county departments, attorneys, law enforcement, state agencies, and community organizations to develop and implement policies, improve court operations, and strengthen partnerships that support the Court's mission.



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1802 BLACK LAKE BLVD SW, SUITE 101 • OLYMPIA, WA 98512 • 360-867-1410 • KARRASCONSULTING.NET



The Deputy Court Executive exercises considerable independent judgment in directing day-to-day operations and long-range planning. Responsibilities include overseeing departmental budgets, supervising managers and staff, leading organizational change initiatives, supporting the implementation and enhancement of court technology systems, monitoring performance measures, and ensuring compliance with applicable laws, court rules, and administrative policies.

As a member of the Court's leadership team, the Deputy Court Executive helps foster a culture of collaboration, innovation, accountability, and service excellence while advancing the Court's commitment to empowering young people, strengthening families, and investing in the community.

Under the direction of the Presiding Judge and the Court Executive carries out the following functions:

Strategic Planning:

- *Provide visionary insight:* Be able to translate the Juvenile Court's strategic goals into both long and short-range plans that are comprehensive, realistic, effective and meet court requirements. Identify key opportunities resulting from data analysis. Develop and strengthen long-term strategies for the effective management and adjudication of cases.
- *Facilitate change:* Oversee the change management process, including successful communication strategies, involving others in the implementation of change and monitoring and reinforcing process and success. Create an environment for court employees that encourages original and innovative solutions. Identify and initiate court innovations.

- *Think/look ahead:* Be ahead of the curve on federal, state and local requirements and initiatives and how they impact the court. Find creative ways to be more efficient.
- *Fiscal management:* Develop the court's operating budget, monitoring of revenues and expenditures, ensuring that all programs are within budget and cost effective.
- *Think strategically:* Visualize what might or could be, as well as the day-to-day strategic approach to court issues and challenges. Analyze metrics, statistics and trend data to improve court performance.
- *Fearless commitment to vision:* Create and communicate a vision that is aligned with the strategy and direction of the bench. Clarify other's involvement in the vision, inspiring a sense of energy and ownership, creating a culture of

high performance, efficiency and recognizing the efforts of others.

Communication:

- *Inspire trust:* Communicate honestly, be consistent, follow through on commitments, create an atmosphere of integrity, marked by fair respectful behavior.
- *Speak and write effectively:* Explain direction and ideas with conviction in all settings; formal presentations, one-on-one and small and large meetings.
- *Listen to Others:* Listen to families, citizens, employees, peers and partners.
- *Promote open communication:* Maintain an environment where communication is open and direct, encouraged, rewarded and relevant.



Photos from a Juvenile Justice Task Force community forum about planning for a new juvenile court facility.

Leadership:

- *Lead:* Continuously build and reinforce the strength, reputation and leadership of the Court's administrative staff. Engage, motivate and inspire employees around a shared vision and mission. Demonstrate principled leadership, personal courage and decisiveness.
- *Build talent pools:* Hire, monitor, develop and manage staff. Continue to build and enhance a cohesive, dedicated, highly effective team.
- *Influence others:* Garner support, negotiate persuasively and create positive outcomes.
- *Coach and develop:* Forge partnerships, inspire commitment, grow skills, promote persistence and shape the workplace environment. Conduct performance evaluations and develop performance measures and standards.

- *Strive for results:* Set high standards of performance, be bold, pursue aggressive goals and persist in the face of obstacles. Advance technology through major system and operations implementation and reforms.

Stakeholder Relations and Collaboration:

- *Drive effective external communications:* Develop and nurture mission-critical relationships with community organizations, law enforcement, members of the bar, Prosecuting Attorney's office, Department of Assigned Counsel, Attorney General, Department of Children, Youth and Families, County Clerk's Office, County Executive, County Council, other Courts and the media.
- *Build consensus:* Collaborate with traditional and non-traditional partners.
- *Marshall support:* Coordinate and cooperate with individuals and groups having divergent viewpoints and needs.

Ideal Candidate

For this important role, the Pierce County Superior Court seeks a dynamic, highly credible, unifying leader who is deeply committed to the success of the Juvenile Court. Proven leadership experience is essential, and candidates should bring strengths in both external relations and internal management with an ability to balance the two.

Desirable Qualifications

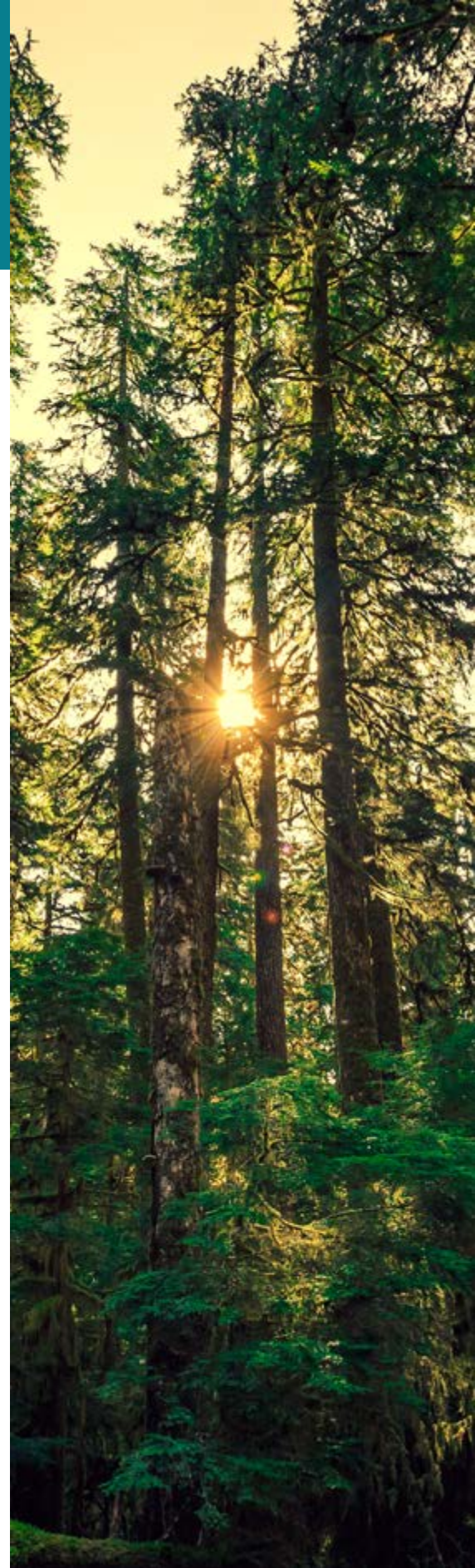
A bachelor's degree with at least seven years' experience in a senior leadership role within a large and complex publicly accountable organization that involves leading a diverse staff and managing significant funds. The preferred candidate will have substantial executive court administration experience, experience using administrative best practices in local government and judicial operations, or experience in juvenile court management. A master's degree is preferred.

APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled; however the screening process will move quickly. The annual salary for this position is \$147,254 - \$198,765 and depends on experience and qualifications. Please submit your application materials as soon as possible but no later than August 13, 2026 by visiting www.karrasconsulting.net and clicking on “view open positions.”

The Pierce County Superior Court is an equal opportunity employer, values workplace diversity and seeks to create an environment and culture that embraces employee differences. All qualified applicants are considered in accordance with applicable laws prohibiting discrimination on the basis of race, religion, color, gender, age, national origin, sexual orientation, physical or mental disability, marital status or veteran status or any other legally protected status. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.



About Pierce County

Pierce County is home to more than 950,000 residents, making it Washington's second most populous county. Anchored by the City of Tacoma, Pierce County encompasses vibrant suburban cities, historic small towns, working waterfronts, agricultural lands, forests, and the spectacular landscapes surrounding Mount Rainier. The County offers an exceptional quality of life, combining the amenities of a major metropolitan area with abundant access to outdoor recreation. Residents enjoy miles of Puget Sound shoreline, hundreds of lakes, extensive parks and trail systems, nearby Mount Rainier National Park, and year-round recreational opportunities including hiking, boating, kayaking, fishing, skiing, mountain biking, and golf.

Pierce County is home to a diverse and resilient economy supported by major sectors including healthcare, education, manufacturing, logistics and trade, technology, aerospace, agriculture, maritime industries, and military installations. Joint Base Lewis-McChord, one of the largest military installations in the nation, serves as a significant economic driver for the region. The County is also served by the Port of Tacoma, part of the Northwest Seaport Alliance, one of the largest container gateway systems in North America.

