



**King County**  
WASHINGTON

**DIRECTOR, ADULT & JUVENILE  
DETENTION**

**\$157,497 - \$199,638**

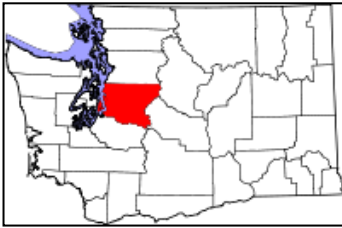
*Plus Excellent Benefits*  
*(Salary is subject to change with the 2019 salary scale)*

*Apply by*  
**December 2, 2018**  
*(First Review, Open Until Filled)*

**PROTHMAN**



**WHY APPLY?**



King County's Department of Adult and Juvenile Detention is searching for an exceptional leader to serve as its next Director. The chosen

leader will demonstrate innovative and strategic leadership and experience with delivering safe, secure and humane full-time detention and community corrections programs.

Headquartered in the City of Seattle along the shores of Puget Sound with sweeping panorama views of the Olympic mountain range and majestic Mount Rainier, King County offers its residents a high quality of life with urban pleasures including world-class restaurants and hotels, professional sports, and a lively arts and culture scene. With all of the outdoor opportunities such as sailing, skiing, kayaking, camping, hiking, and whale watching to name a few, King County is an amazing place to live, work and play!



**THE COMMUNITY**

King County has a very strong and resilient economy and an environment where people and businesses can thrive. Located on Puget Sound in Washington State, and covering 2,134 square miles, King County is nearly twice as large as the average county in the United States. With more than 2 million people, it also ranks as the 13th most populous county in the nation.



King County is comprised of 39 cities and is truly an international destination, with over 100 languages spoken in the region and 30 million visitors annually. King County is home to the City of Seattle, suburban cities, small towns, islands, and rural communities, as well as forests, bodies of water, and farmlands.

Cities within King County frequently appear on "Best Places to Live" lists and it is #4 on the Forbes "The Best Places for Business and Careers" List. Many King County communities have highly rated schools, nationally recognized restaurants, vibrant recreation, and numerous cultural opportunities. Housing options range from easy-to-access islands, downtown high-rises, and distinct Seattle neighborhoods to suburban developments that boast walkable amenities.

**THE ORGANIZATION**

Founded in 1852, King County, the only county in the United States named after Martin Luther King Jr; one of the most influential civil rights leaders in our nation's history, is governed by an elected County Executive and nine elected County Councilmembers. The Prosecuting Attorney, Assessor, Director of Elections, Superior Court Judges, Sheriff, and District Court Judges are also elected by the people.

Serving his third term, King County Executive Dow Constantine is an outspoken advocate for environmental protection, public transit, government reform, and commitment to equity and social justice. The County has a 2019-2020 budget of \$11.6 billion including a general fund of \$1.83 billion, 22 departments, 15,000 employees, and more than 60 lines of business.



## THE DEPARTMENT

The King County Adult and Juvenile Detention Department is the largest county corrections system in the state of Washington. Operating five separate facilities including the King County Correctional Facility Seattle Division in downtown Seattle, the Maleng Regional Justice Center in the City of Kent, the Juvenile Detention Facility on Alder Street in Seattle, and the Community Corrections and Administration Divisions in downtown Seattle, the Department is responsible for the safe and humane detention of King County adult felons and misdemeanants, both pretrial and for sentences of one year or less.

With a 2018 budget of \$137 million and 914 staff, the Department of Adult and Juvenile Detention books 50,000 people per year and supervises an average daily population of 2,081 adults in the two secure detention facilities. The Juvenile Division staff supervises an average daily population of 51 juveniles in secured detention and alternative detention programs. The Department provides inmates with GED education, health care, psychiatric services, and other programs including a Community Center for Alternative Programs, a Community Work Program, Electronic Home Detention, Helping Hands Program, Intake Services Unit, and Work Education Release.



To learn more about the Adult and Juvenile Detention Department, please visit:

[www.kingcounty.gov/services/jails](http://www.kingcounty.gov/services/jails)



## THE POSITION

Reporting to the County's Chief Operating Officer, the Director of Adult and Juvenile Detention provides innovative and strategic leadership in the delivery of safe, secure and humane 24/7 detention and community corrections programs. Through the work of the Department's approximate 900 employees, most represented by labor unions, the Director of Adult and Juvenile Detention supports safe, vibrant, and healthy communities in partnership with other criminal justice and human service agencies. The Director is also responsible for management of a large, urban, multi-facility and multi-program correctional services system providing pre-trial services and a range of both secure and community-based alternatives to adults and juveniles.

### Main responsibilities include:

- Provide leadership in developing and conveying the organization's vision and mission.
- Operate exemplary detention facilities and programs based on sound practices that integrate effectively with other criminal justice agencies and support organizations such as health care agencies, mental health providers, and treatment systems.
- Develop, defend and manage the Department's annual budget.
- Maintain effective, collaborative working relationships with local, state and national criminal justice system officials, King County elected officials, and other stakeholders in the adult and juvenile detention arena.
- Participate in jurisdiction-wide efforts to coordinate criminal justice efforts, technology, and emergency planning.

- Educate the public, King County officials, cities and various interest groups to develop an understanding of the field of corrections and its unique challenges.
- Provide direction and guidance to staff; oversee human resource functions including hiring, termination and disciplinary decisions.
- Manage effective relationships with labor unions through labor/management meetings to foster an environment of collaboration, and direct collective bargaining activities.

## OPPORTUNITIES & CHALLENGES

### Children and Family Justice Center

King County is building a new Children and Family Justice Center to replace the aging Youth Services Center. This voter-approved project will provide an efficient and safe facility to support juvenile and family court, juvenile detention, and services for youth and families. This new Center will support childcare for families on court business, provide more space for youth and family programs, a resource center connecting youth and families with services in their communities, a flexible and therapeutic juvenile detention with 100 fewer beds, an eco-friendly design with LEED Gold goal, and bike and pedestrian paths.

### Road Map to Zero Youth Detention

King County has recently developed a strategic plan to guide future investments and policies to support families and further reduce the number of young people involved in the legal system. The proposed 2019-2020 budget includes \$4 million in funding to help expand solutions to improve community safety and help young people thrive. For a full breakdown of solutions and funding, please see the attached document "Roadmap to Zero Youth Detention" on [www.prothman.com](http://www.prothman.com)



### New Initiatives/Resources

Currently there are about 40 unfilled corrections officer positions out of a total workforce of 914 FTEs in the Department of Adult and Juvenile Detention. These vacancies have contributed to mandatory overtime and other stresses on the workforce. In an effort to hire people efficiently and quickly, the county is adding resources to support recruitment and processing of applications. The new Director of Adult and Juvenile Detention will play a pivotal role in developing innovative initiatives and using current available resources to attract and retain correctional officers and other department employees.



## IDEAL CANDIDATE

### Education and Experience:

Candidates must have at least five (5) years of increasing responsible experience in criminal justice and law enforcement, and management of a large detention organization and in-depth knowledge of state, federal and local laws, regulations and ordinances related to criminal justice, law enforcement, and detention. Ten (10) years of experience is preferred.

### Necessary Knowledge, Skills and Abilities:

- Ability to collaborate and creatively forge partnerships across the region to solve some of the most intractable problems facing local governments today, including combining forces to have affordable, safe and secure detention facilities in the face of decreasing resources and increasing regulatory requirements.
- A proven record of accomplishment in building positive relationship with a wide range of stakeholders, including elected and appointed officials, governmental agencies, criminal justice leaders, community organizations, and the public.



- Experience with developing, mentoring, training and engaging employees at all levels to have the best run facilities in the nation.
- The ideal candidate will demonstrate a strong commitment to the mission, vision, and goals and the employees of the Department, exhibiting a deep compassion, caring, and innovation for offender's while being committed to public safety and devoted to criminal justice.
- Ability to effectively communicate complex information in an easy to understand manner in a variety of settings, including settings that may be contentious.
- Demonstrated knowledge of the criminal justice system, correctional principles and practices, and public administration. Basic knowledge of federal, state, and local laws, regulations and ordinances pertaining to corrections.
- Strong negotiations skills, ability to navigate difficult and sensitive political situations, and the ability to communicate a clear vision and purpose, as well as to translate that into day-to-day process management to get results.
- Strong leadership skills, including demonstrated skill in developing, mentoring and assisting staff in meeting their potential.
- Knowledge of strategic planning techniques and principles, policy development and analysis, human resources and management techniques and principles, and budgeting techniques and principles.
- Skill in working with and building consensus among a variety of individuals from diverse backgrounds.
- Skill in project and resource management, communication, presentation and facilitation, management and supervision, and negotiation, problem solving, decision-making and conflict resolution.
- Ability to maintain effective working relationships with labor unions, community groups and the media, and the skill to handle multiple competing priorities and sensitive situations.
- Skill in using current office software programs including word processing, spreadsheet, database and email software programs.

### COMPENSATION & BENEFITS

- **\$157,497 - \$199,638 DOQ**
- Excellent Medical, Dental, Vision, and Pharmacy Insurance
- Basic and Supplemental Life, AD&D, and LTD Insurance
- Flexible Spending Accounts
- Employee Discounts
- Life & Work Balance Program



**King County**

Please visit:  
[www.kingcounty.gov](http://www.kingcounty.gov)

King County is an equal opportunity employer. All qualified candidates are strongly encouraged to apply by **December 2, 2018** (first review, open until filled). Applications, responses to the supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to [www.prothman.com](http://www.prothman.com) and click on "submit your application" and follow the directions provided. Resumes, cover letters and responses to the supplemental questions can be uploaded once you have logged in.

**PROTHMAN**

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