



DIRECTOR

COMMUNITY CORRECTIONS DIVISION
KING COUNTY DEPARTMENT OF ADULT AND JUVENILE DETENTION



KING COUNTY

King County is taking public service to a new level and winning national recognition as a model of excellence. Countywide, over 15,000 talented and passionate team members provide more than 2 million residents with excellence and equity in the essential services that make this one of the nation's best places to live, work, play, and raise a family. King County is changing the way local government does business as an employer and as the provider of public services including health, transportation, parks, environmental sustainability, justice, and safety. The county's culture can be best summarized: "We are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards".

Thus, Forbes recently named King County one of Washington State's best employers.



2024 CCD Budget:
\$7.18 Million



Community
Corrections
Main Office
1



Clients Under
Supervision:
620



Clients Served:
6,000

THE DEPARTMENT OF ADULT AND JUVENILE DETENTION

The Department of Adult and Juvenile Detention (DAJD) is an Executive branch department with five divisions and approximately 900 budgeted employees supporting two adult detention facilities, a juvenile detention facility, various community supervision programs, and administrative services. The two adult secure detention divisions are the Seattle Division, which operates the King County Correctional Facility (KCCF), and the Kent Division, which operates secure detention at the Maleng Regional Justice Center (MRJC). The Juvenile Division operates secure detention at the Clark Children and Family Justice Center (CCFJC) in Seattle. As of July 1, 2024, the adult jails combined housed more than 1400 adult residents, and the CCFJC housed more than 60 juvenile residents. Also as of that date, the Community Corrections Division had approximately 620 individuals supervised under electronic home monitoring and day reporting programs.

DAJD MISSION: We provide in-custody and community-based services that are data informed, advance safety, lead system change, and promote equitable outcomes for the people we serve.

DAJD VISION: We lead the Nation in providing exemplary services that transform lives.

DAJD PRIORITIES:

- Ensure safety and security of staff and residents.
- Recruit, develop, support, and retain staff.
- Promote opportunities to humanize the people in our facilities and programs.
- Strengthen community connections.
- Manage operational risks.

COMMUNITY CORRECTIONS DIVISION

The Community Corrections Division (CCD) has been operating under King County ordinance since 2003. “It is the mission and vision of the CCD to create an environment in which individuals receive the appropriate level of care to address criminogenic; psychosocial needs, by providing court ordered alternatives to secure detention that allow an individual to become court compliant, self-reliant, and a thriving member of the community.” CCD provides the courts and the participant with pre-trial and sentenced alternatives to secure confinement. The alternatives and services offered strive to use evidence-based practices that promote pro-social behaviors and lifestyles. Community Corrections works collaboratively with various community partners to provide an array of services and increase the use of alternatives. These services include monitoring and support services for persons on electronic home detention, as well as day reporting services for those assigned to participate in more interactive programs supported by community service providers. The alternative programs and services are available to persons charged with an offense who are incarcerated or facing incarceration. To be eligible, a person must be ordered to join the program by the court and be statutorily eligible for the program.

CURRENT SITUATION

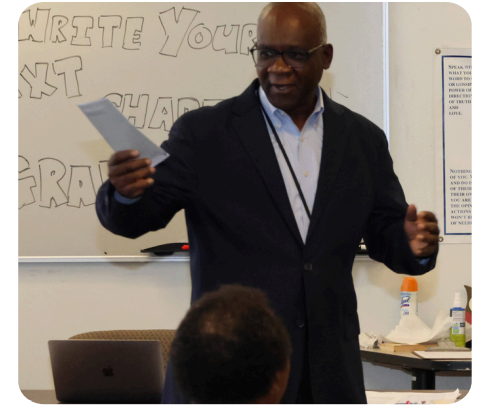
The goals of Community Corrections Division alternatives are to:

- Improve the quality of life for each program participant.
- Decrease the individual’s involvement in the criminal justice system.
- Decrease rates of failure to appear at subsequent court hearings.
- Support and help facilitate successful change in participant’s behavior.
- Increase the participant’s sense of accountability.
- Reduce the participant’s rate of re-offense.
- Address community safety concerns; and
- Reduce the jail population by providing alternatives to secure detention.

To accomplish these goals and fulfill the mission of the DAJD, the CCD manages three distinct sections:

COMMUNITY CENTER FOR ALTERNATIVE PROGRAM (CCAP):

- **CCAP Enhanced:** The Enhanced Community Center for Alternative Programs is for both pretrial and sentenced individuals from Superior Court and District Court. Participants attend programming based on assessed/screened needs.
- **CCAP Basic:** The Basic program for Community Center for Alternative Programs is for both Superior Court and District Court pretrial defendants. Participants are required to call CCAP daily between the hours of 6 and 10 a.m., including weekends and holidays. This program has a capacity for 100 participants.
- **CCAP PALS:** PALS is short for Pretrial Assessment and Linkage Services. This CCAP program is only for Superior Court participants who have court cases out of the MRJC. The current capacity is limited to 60 participants.



ELECTRONIC HOME MONITORING (EHM):

The Electronic Home Monitoring (EHM) program is for Superior Court and District Court participants, both on pretrial and sentenced status. Participants must be eligible statutorily — state law does not allow electronic home monitoring for some offenses. Participants are allowed to attend work, while also attending treatment and or other appointments that are required from the court. CCD can also provide devices that can enable victim notification. CCD can accommodate up to 350 EHM participants.

INTAKE SERVICES UNIT:

The Intake Services Unit (ISU) provides information to the court to expedite the release of appropriate defendants awaiting adjudication or to provide options so that participants are not incarcerated when other appropriate alternatives are available.

In addition to offering these alternatives, CCD collaborates with criminal justice agencies, treatment providers, community service agencies, non-profits, educational institutions, state agencies, and employment agencies. CCD alternatives focus on assisting participants with navigating and connecting to services.

The Community Corrections staff works collaboratively across the criminal justice system to create evidence-based programs that decrease the individual's involvement in the criminal justice system as well as improve the quality of life of each program participant. The Director will be actively involved in advancing the Executive's efforts to reduce recidivism and improve participant reentry into their communities.

THE IDEAL DIRECTOR OF COMMUNITY CORRECTIONS CANDIDATE:

The Director will be an innovative and engaging Community Corrections professional leader with recognized good judgment, objectivity, and integrity. The next leader of the CCD will possess a demonstrated commitment to diversity, equity, and inclusion within the workplace and more generally in their service to the public. The chosen candidate will commit to achieving solutions and results while working with and across the organization to obtain those results. Reporting to the Director of Adult and Juvenile Detention with a close working relationship with the Office of the County Executive and county council, and elected judicial officials the position provides leadership and oversight of a variety of programs serving approximately 6,000 individuals annually. Programs are designed to provide alternatives to jail in the adult criminal justice system, allowing offenders to maintain their jobs, support their families, and provide restitution through service to their community, as well as to connect participants to other services needed to improve the quality of their own lives.



The ideal candidate will be a strong programmatic and administrative leader who is immersed in best practices and centered on effective implementation science, identifying, inspiring, and measuring outcomes and continuous improvement. The new Director must have a demonstrated ability to be data-driven and results-focused to lead and develop programs that underscore the department's commitment to reducing violations, making a meaningful impact, aligning with the organization's mission that contributes to positive successful outcomes, and transforming lives.

The candidate will have a people-centered leadership style marked by their ability to navigate their team through change while holding people accountable and consistently modeling behavior. The new Director will lead the Community Corrections division with innovation, and pragmatism, and encourage a forward-thinking culture where team members collaboratively and proactively contribute ideas and efforts toward achieving goals. The successful candidate will possess a robust background in managing within resource constraints, demonstrating an adept ability to optimize outcomes despite limitations and the ability to make the business case to pursue alternative sources of funding. The ideal candidate will bring a wealth of experience to the role, demonstrating a proven track record of effectively collaborating with service providers. The new Director should be a leader adept at navigating the complex challenges associated with addiction issues, homelessness, and work training initiatives, showcasing a comprehensive understanding of the unique dynamics at play.

MAJOR STRATEGIC GOALS & OBJECTIVES:

Over the next 12 months, the new Director will be expected to achieve the following:

- Support reducing recidivism by enhancing existing programming and developing additional programming and community services that support capacity demands and reentry beyond 120 days leading to reductions in the jail population.
- Meet with the DAJD leadership, Division staff, the judiciary, County Council, and County Executives' office to get clarity on vision, operational relationships, priorities, expectations for success, and deliverables. Moreover, develop and enhance relationships with the judiciary to support the growth and development of evidence-based jail alternatives programming that leads to successful re-entry and positive outcomes. Engage the support of the judiciary to grow and expand the community services network of providers for further treatment matching.
- Conduct a comprehensive programmatic and operational assessment of CCD's functions, structure, systems, policies, and practices to learn the organizational culture, staff, programs, community connections relationships, and historic achievements.
- Create and initiate an operations plan that explores the future direction and strategic vision of CCD to expand, enhance, and measure the effectiveness of the portfolio of programmatic offerings to build service capacity and respond to the needs of the participants, the judiciary, and the mission and vision of the DAJD.
- Evaluate, assess, and build relationships with union represented staff members of varying experience and seniority levels to create a culture of success and build upon their passion for the work.

PROFESSIONAL QUALIFICATIONS:

- 10+ years of progressive experience in Community Corrections or a related field.
- Direct experience with and a strong knowledge of community corrections programs and services including evidence-based offender interventions.
- A proven track record in establishing and maintaining strong, collaborative partnerships with the staff, judiciary, law enforcement, and social service agencies.
- A working and solid understanding of the criminal justice system, legal issues, and the complexity of operational issues in community programs including social services, treatment, the complex community corrections process, and how community corrections interface with justice partners.
- Exceptional leadership ability with demonstrated success in developing and motivating staff, building employee morale, and leading by example.
- Experience with fostering an atmosphere of mutual respect and dignity for both staff and customers; proven ability to interact effectively with people of different cultures and socioeconomic backgrounds.
- An understanding of and sensitivity to how organizations work and the demonstrated ability to build relationships to get things done through both formal and informal channels.
- Experience working in a labor union environment.
- A Bachelor's degree in Criminal Justice, Sociology, Psychology, or a related field, a Master's is preferred.

PROFESSIONAL AND PERSONAL ATTRIBUTES:

- Ability to develop and articulate a shared vision for the Community Corrections Division;
- Demonstrated commitment to fairness and a strong sense of personal integrity.
- A proven champion of the spirit of equity and social justice driven by the passion to make a positive impact on the lives of those they lead and serve.
- The ability to be innovative, turn a strong vision into reality, and have strong strategic planning, project management, critical thinking, and creative problem-solving skills.
- Excellent judgment and decision-making skills with the confidence and ability to make and execute decisions effectively while meeting time-sensitive deadlines.
- Communicates effectively, orally and in writing, with exceptional community and presentation skills across a wide spectrum of audiences, adjusting terminology to the specific audience.

COMPENSATION AND BENEFITS

The current salary range for the position is \$161,614.75 - \$204,856.08. King County's career service employees can achieve work/life balance through a generous leave program, including 12 paid holidays, vacation with pay, and sick leave. King County also offers a host of other benefits that include employer-paid medical and dental coverage. [Click here to learn more.](#)

APPLICATION AND SELECTION PROCESS

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares its guiding principles of being collaborative, service-oriented, results-focused, accountable, innovative, professional, fair, and equitable.

The Director of Community Corrections search is being conducted on a nationwide basis by **The Byers Group**. The first review date of consideration will be **September 20, 2024**. To apply for this exciting outstanding opportunity, please electronically submit your resume, and letter of interest to **The Byers Group** at: DAJD.CCD@byersgroupca.com. The letter of interest should outline why you are interested in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled.

The interview process may consist of more than one interview panel and a presentation to the DAJD Stakeholders. Once selected, the person in this role is subject to King County Council confirmation.

COMMITMENT TO EQUITY AND SOCIAL JUSTICE

As the only jurisdiction in the world named after Dr. Martin Luther King, Jr., one of the most influential civil rights leaders in our nation's history, King County is a vibrant international community with residents that represent countries from around the world. It is a region with increasing diversity that cherishes the traditions of many cultures.

King County has a deep commitment to equity and social justice and advancing practices, strategies, and policies that promote fairness, justice, and opportunity for all – in our workplaces and our communities. With this commitment, King County has adopted a pro-equity agenda to advance regional change and ensure that residents from vulnerable communities are incorporated into our emergency planning and public outreach efforts. Thus, the next Director of Community Corrections must have a proven track record of advancing equity and social justice.

To learn more, please visit: <http://www.kingcounty.gov/elected/executive/equity-social-justice.aspx>



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