Chief of Community Programs and Services

DEPARTMENT: KCSO - Sheriff's Office
DIVISION: Sheriff Policy Direction
SALARY: $86.13 - $109.18 Hourly
$179,150.40 - $227,094.40 Annually
LOCATION: King County Courthouse - 516 3rd Ave, Seattle
JOB TYPE: Appointed
CLOSING DATE: 02/15/23 11:59 PM

SUMMARY:

This position will be appointed by Sheriff and is open to is open to both current KCSO employees and the public.

This recruitment is open until February 15, 2023. The first review of applications is scheduled to begin on Wednesday, February 1, 2023. Interested candidates are encouraged to apply as soon as possible.

The King County Sheriff's Office (KCSO) is looking for a senior law enforcement professional (Commissioned or Non-Commissioned) for the position of **Chief of Community Programs and Services**. This position holds the rank of Division Chief within the Sheriff's Office executive leadership team and will lead the **Community Programs and Services Division (CPSD)**. As the CPSD Chief, you will lead the development of community programs and integrate equity & social justice into the work of the Sheriff's Office.

The creation and operation of CPSD demonstrates KCSO's belief in and commitment to the evolution of law enforcement. This position will focus on building and expanding KCSO's relationship with community and using those connections to improve public safety and expand recruiting, alternative policing, ESJ efforts, and communications.

KCSO's mission is to be a trusted partner in fighting crime and improving the quality of life for our residents and guests. The hallmarks of service in the Office are Integrity, Teamwork, Service and Leadership. The KCSO strives to develop trust in our community by demonstrating transparency and accountability. With a commissioned staff of more than 770, we are among the largest

sheriff's departments in the country. Our deputies have opportunities to serve in many different communities, including unincorporated King County, numerous contract city police departments, transit police agencies, and so many more.

JOB DUTIES:

As the Chief of CPSD, you will be the leader of our Communications, Community Engagement, Media Relations, and Contracting Units, and oversee priorities for the Community Service Officers. You will also be relied on to:

- Lead the expansion of KCSO co-responder models throughout King County.
- Implement policy decisions of the Sheriff's Office and supporting the goals, workplan, and community focused initiatives
- Monitor crime trends and coordinate efforts to reduce crime by leading the development of innovative community-based programs
- Represent the department at meetings with King County Executives, King County Council, King County Police Chiefs, Contract City Managers and community organizations
- Work with and lead staff to develop progressive and innovative policing programs for improving community/police trust and partnerships

Division Chiefs report to the Undersheriff in the Sheriff's Office, but there is daily interaction with the Sheriff and other members of the Executive Team. The candidate selected for the assignment will be appointed by the Sheriff.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

To be considered for this position, candidates will submit a resume to include:

- Bachelor's degree, preferably in public administration or related field (and)
- Five or more years of progressive/senior management level experience as either a civilian or commissioned manager in a medium to large law enforcement agency (or)
- Any combination of education and experience that clearly demonstrates the ability to perform the job duties of the position

And a **cover letter** that conveys:

- A breadth of law enforcement experience or knowledge in administration and operations
- The ability to actively engage with the community in a professional and approachable manner that promotes and maintains trust between community and King County government
- Demonstrated ability to lead a police agency at a division director level in implementing community engagement policing strategies, programs and services
- Experience in creating and implementing equity and social justice programs and initiatives
- Demonstrated commitment to leading, inspiring, and supporting both commissioned and professional staff in their daily work
- The ability to work effectively and collaboratively with King County Council, Executive's Office and the Sheriff's Office leadership team (or a similar structure if outside King County)
- A willingness to look for and implement creative solutions to address concerns by collaborating with human services agencies, police personnel, and community members
- Basic understanding of contracting and police department budgeting

Ideal qualifications may include:

- Demonstrated abilities to effectively problem solve within the complex environment of law enforcement
- Established reputation as having outstanding self-motivation and strong initiative to get things done
- Knowledge of the unique demographics of King County

- Experience in developing recruiting programs that focus on diversification of the work force

Contact Information: If you have questions regarding this recruitment please contact:
Human Resources Manager Jessica Klein at Jessica.Klein@kingcounty.gov

SUPPLEMENTAL INFORMATION:

Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? Come join the team dedicated to serving one of the nation's best places to live, work and play.

Guided by our "True North", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles--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. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

COVID-19 Vaccination Requirement
King County Executive Branch employees are required to be fully vaccinated against COVID-19. If you are the successful candidate for the position you applied for, the County will send you a conditional offer letter.

As a condition of employment, prior to a final offer of employment, you will be required to:

- submit proof of vaccination, or
- have an approved request for medical or religious exemption and an approved accommodation. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation.

People are considered fully vaccinated against COVID-19 two weeks after receiving the final dose of a vaccination approved by the Center for Disease Control and Prevention (CDC).

The Executive Branch includes employees in the Executive branch, the Assessor's Office, Elections, the King County Sheriff's Office, and the Executive Office.

King County is an Equal Employment Opportunity (EEO) Employer
No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

To Apply
If you are interested in pursuing this position, please follow the application instructions carefully. If you need this announcement in an alternate language or format, would like to request accommodation or assistance in the application or assessment process or if you have questions please contact the recruiter listed on this job announcement.

Seattle, WA 98104
206-477-3404

nmegevand@kingcounty.gov

An Equal Opportunity Employer

Chief of Community Programs and Services Supplemental Questionnaire

* 1. The King County Sheriff's Office maintains a list of automatic disqualifiers for employment. This list can be accessed by clicking on this link **Automatic Disqualifiers**. Please review the disqualifiers and respond to the following question before proceeding. **Do you certify that based on your review of the automatic disqualifiers that you are qualified for employment with the King County Sheriff's Office?** Note - This information will be verified prior to scheduling an oral board interview.

❑ Yes
❑ No

* 2. *The background of all King County Sheriff's Office employees and applicants are thoroughly checked.* The required **background investigation** will review and evaluate driving records, criminal records, criminal behavior, employment histories, military records, personal and employment references, and related information. Candidates who pass the initial background investigation will be required to complete a polygraph, medical and psychological exam. **Are you willing to undergo a background investigation and polygraph and psychological examination as part of the employment process?**

❑ Yes ❑ No

* 3. Do you have a bachelor's degree, preferably in public administration or related field, and progressive leadership experience? Please note, responses to this question must be supported by the information included in the attached resume and cover letter.

❑ Yes, I have a bachelor's degree, in public administration or related field, and progressive leadership experience
❑ I do not have a bachelor's degree in public administration or related field. I do have progressive leadership experience.
❑ My experience doesn't align with the provided option. My attached resume and/or cover letter will provide details of my relevant experience.

* 4. Have you supervised staff for a period of five or more years at a senior management level as either a civilian or commissioned manager in a medium to large enforcement agency? Please note that responses to these questions must align with experience documented in your resume and/or cover letter.

❑ Yes, I have five or more years supervising staff as senior management level manager in a medium to large enforcement agency. (either as a civilian or commissioned)
❑ I have less than five years experience supervising staff as a senior management level manager in a medium to large law enforcement agency (either as a civilian or commissioned)
❑ No, my supervisory experience doesn't align with the statements above. My cover letter and resume describe my relevant experience.

* Required Question