



King County

Invites Applications for the Position of:

Director of Probation

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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 our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 09/10/18 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 10/07/18 11:59 PM (GMT -8:00)

SALARY: \$105,630.00 - \$132,638.40 Annually

LOCATION: Seattle - Regional area

JOB TYPE: Appointed

DIVISION: King County District Court

JOB NUMBER: 2018DivisionDirector

SUMMARY:

The Position

The King County District Court (KCDC) Probation Director is responsible for providing strategic leadership and oversight to KCDC's Probation Services Division. KCDC is a unified, limited jurisdiction trial court with 25 judges; seven division directors; central staff in the Office of the Presiding Judge; managers, coordinators, probation officers and court clerks. The Court provides a full-range of court services at nine courthouse locations and includes our specialty courts of King County [Regional Veterans Court](#), [Regional Mental Health Court](#), and the new [Community Court](#) in Redmond, WA. The Probation Department has locations in Seattle, Auburn, Kent, Issaquah, Redmond, and Shoreline courthouses.

A current significant initiative for this position during the next year is leading the final development and implementation of the KCDC's new eProbation CMS (case management system). The initial phase of eProbation will be live in October 2018. As part of the process, the Court continues to refine this technology and the policies and procedures for its use. The Court is also the final stages of development of its eCourt CMS project and the integration of eCourt with the eProbation project.

The Probation Director closely works with the Court's elected judges, Probation Officers, Court staff and outside justice system stakeholders. The Probation Director is under the direct supervision of the of the Court's Chief Presiding Judge. The Probation Services Division consists of a Probation Manager, a Lead Probation Officer, five Mental Health Specialists, and eleven Probation Officers. The Court's Chief Administrative Officer and Deputy Chief

Administrative Officer supervise the management of the other non-judicial staff.

The Ideal Candidate

The Probation Director is a strong, creative, trustworthy executive-level leader who possesses a passion for justice and understands the importance of the independence of the Judicial Branch. The Probation Director must communicate openly, honestly and collaboratively with a diverse group of judges, employees, and stakeholders. The Director must have the ability to identify, plan, and implement programs and initiatives which provide effective probation services for a large, urban court system. S/he will provide new ideas and innovations, through change management processes, to improve the efficiency and delivery of probation services. S/he will have a demonstrated management background of motivating, challenging, and engaging employees to create a high-level of performance and employee satisfaction.

Active participation with professional probation or corrections associations at the state or national level is desirable.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Experience and knowledge of misdemeanor probation services in a large court system;
- Experience and knowledge of advanced principles and practices of planning, budgeting, policy-making, executive-level leadership, performance measurement, and management (public-sector preferred);
- Demonstrated ability to build strong and successful strategic-partner relationships with inter-organizational and outside justice system stakeholders;
- Effective at listening and building effective teams;
- Expert ability to work with judicial officers and diverse groups of people;
- Courageous ability to lead, manage, supervise, motivate, train, evaluate and support professional, technical, and support staff; and
- Transformative ability to innovatively develop, implement and manage probation services.

Education, Training, and Experience

Bachelor's Degree (Master's preferred) in Judicial, Public, or Business Administration or related field, plus experience at the executive level in the justice system; or demonstrated experience at the executive level in government or the private sector; or

An equivalent combination of education and demonstrated executive leadership experience which provides the knowledge, skills and abilities to successfully perform as the Probation Services Director.

SUPPLEMENTAL INFORMATION:

Application Process

King County government is committed to attracting and retaining a highly skilled, quality, and diverse workforce. We want people who aspire to make a difference in our community. We offer quality compensation and a generous benefits package. Learn more at www.kingcounty.gov/benefits.

Apply for this great opportunity online at www.kingcounty.gov/jobs along **with a resume and cover letter**, or send your resume and cover letter to Travis McKinnon, 500 4th Avenue, Room 553, Seattle, WA 98104. Resume and cover letter can also be sent via email at

TJMcKinnon@kingcounty.gov. If you have questions, please call Travis McKinnon directly at 206-263-1239. This position will remain open through October 7, 2018. It is expected the first of three rounds of interview panels will be held during the fourth week of October 2018.

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.