



## Jail Bureau Chief Recruitment Announcement

### PIERCE COUNTY SHERIFF'S DEPARTMENT

The Pierce County Sheriff's Department provides law enforcement, jail, court security and civil processing services to all areas of unincorporated Pierce County and the contract cities of Edgewood and University Place. Pierce is the second largest county in the State of Washington with over 811,681 residents countywide, 372,545 of which live in unincorporated areas.

Law enforcement services are provided over an area that stretches from the Key Peninsula to Mount Rainier. This includes mountains, rivers, lakes, coastline, and heavily wooded areas that border populous residential areas, a large military base, and a major interstate.

The department consists of 300 commissioned officers that serve unincorporated areas, plus 6 commissioned officers in the City of Edgewood and 16 commissioned officers in the City of University Place. The department is also comprised of 309 commissioned corrections officers and 61 civilian employees.

### ABOUT THE POSITION AND FACILITIES

The Jail Bureau Chief reports to the Pierce County Sheriff and is responsible for 335 FTEs and an annual budget of \$49.5 million. The Chief is responsible for all jail operations, including security, health services, education, mail services, classification, property and records. Other responsibilities include:

- Administer, supervise, plan, coordinate and manage all activities of the Jail Bureau within the Sheriff's Department.
- Identify and implement best modern jail practices.
- Serve in the capacity of Command Duty Officer, with responsibility for overall Bureau operations and decisions.
- Develop Jail Bureau goals and objectives within the strategic initiative; implement effective measures to meet established goals and objectives.
- Work effectively with others of differing perspectives, religions, races, disabilities, lifestyle preferences, and social, ethnic and cultural backgrounds.
- Accountable for the development, appropriate administration and monitoring of Jail Bureau budget.
- Represent the Sheriff on matters being presented before the County Council, other County Departments, public service agencies, community groups and the general public.
- Develop, cultivate and maintain strong working relationships with peers, other law enforcement agencies and community stakeholders.
- Identify and implement programs to include alternatives to incarceration.



The Pierce County Detention and Corrections Center is a medium-maximum custody facility that consists of two buildings, the new jail and the main jail, confining over 1,200 inmates.

The Center goals are to confine persons in a responsible and humane manner that maintains self-dignity.

With the belief that change is always possible, the Pierce County Detention and Corrections Center makes available opportunities for prisoners to become involved in community-based programs that promote change, self-esteem and a positive approach to a law-abiding lifestyle.

### **DESIRABLE QUALIFICATIONS**

Successful candidates will have a bachelor's degree and at least five years progressively responsible jail administration experience in a represented organization. Uniformed experience is desirable but not a requirement.

### **THE IDEAL CANDIDATE**

For this important role the Pierce County Sheriff seeks a credible, unifying leader who is deeply committed to the success of the county and is a strategic big-picture thinker. The Sheriff is seeking an experienced leader who can chart a steady and progressive course and inspire, motivate and gain the trust and respect of staff and peers, and create an environment where employees feel valued and respected.



The new Chief must have integrity, strong values, hold themselves to high standards, and make decisions and take actions that can consistently withstand internal and external scrutiny.

The preferred candidate will have experience and demonstrated success in the following areas:

- Modern corrections management and public administration methods and procedures.
- Principles of jail care and custody and techniques for managing jail programs.
- Customer service and the ability to mentor, coach and direct the work of staff.
- Cultural competency that enables effective working relationships in cross-cultural situations.
- Successful planning and implementation of change management strategies.
- Knowledge of innovative funding approaches.
- Labor relations experience in a represented organization.
- Collaboration and partnership building skills.
- Politically astute.
- Open, honest and accessible.
- Creative problem solver, bringing fresh ideas, and a progressive approach to the jail.

### **APPLICATION PROCESS**

Persons interested in this position should submit the following information:

- A cover letter.
- Salary history.
- A current resume that reflects the size of staff managed and budget for prior positions.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled. In order to be considered for the first round of interviews please submit your application materials by January 2, 2014 to [marissa@karrasconsulting.net](mailto:marissa@karrasconsulting.net). The successful candidate will be expected to submit to a full and extensive background investigation including a polygraph.

The Pierce County Sheriff's Department is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

### **COMPENSATION**

The annual salary range for this position is \$99K - \$133K. Benefits include comprehensive medical, dental, vision and life insurance, public employee retirement system contributions, holiday, vacation and sick leave.

### **ABOUT PIERCE COUNTY**

Pierce County has a population of about 811,681 and boasts tremendous outdoor opportunities with miles of Puget Sound waterfront, Mt. Rainier National Park, 361 fresh-water lakes, alpine and cross-country skiing a short drive away and nationally ranked year-round golf courses in the vicinity, while also offering all the urban amenities. Major industries include health care, technology, agriculture, timber products and military installations. Pierce County is home to the City of Tacoma, several suburban cities, small towns, and rural communities as well as forests and farmlands. Pierce County's moderate climate combined with a contrasting geography of water and mountains encourage a wealth of year round outdoor activities such as sailing,