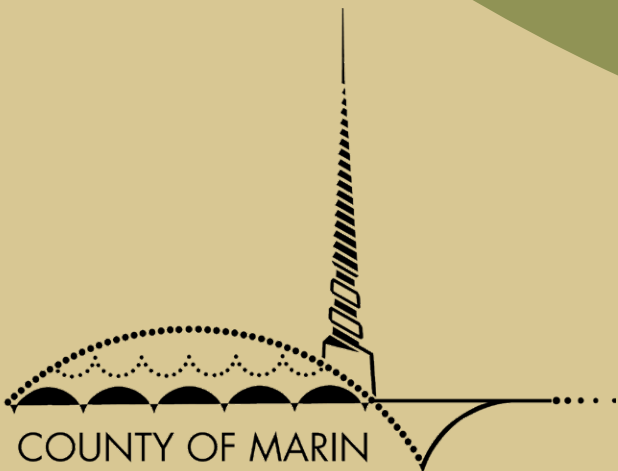




Chief Probation Officer



COUNTY OF MARIN

Marin County Probation Department Mission:

To further justice and community safety, and to hold offenders accountable while promoting their rehabilitation.

The Position

As the Chief Probation Officer of Marin County, you'll make meaningful change at an individual level. The Chief Probation Officer leads approximately 105 full time employees and is charged with implementing pragmatic administrative and policy initiatives according to the Department's strategic plan. As the legal landscape of probation administration continues to change in California, the Chief Probation Officer will play a major role in working with the District Attorney's Office, the Superior Court, the County Board of Supervisors, and the various local law enforcement agencies in Marin County to deliver new policies and procedures that serve the best interest of the public, particularly those on juvenile probation.

The Chief Probation Officer is appointed at-will by the County Board of Supervisors. However, it is also critically important for the Chief to work in close collaboration with the Superior Court. As a senior executive in the County, the Chief also works with other department directors to coordinate programs and services. The Chief is ultimately responsible for the work of the Probation Department and the juvenile detention and treatment facilities.

The FY20 budget for the Probation Department totals almost \$11.8 million and is broken into four major units: Adult Probation Services, Juvenile Hall, Juvenile Probation Services, and Probation Administration. The Department is committed to the preservation of public safety by providing evidence-based prevention, investigation and supervision services, as well as a safe environment for staff and those placed in its custodial care.

The Probation Department operates to ensure that offenders are held accountable for criminal law violations by completing their court-ordered sentences. Probation is the lynchpin that ensures compliance as well as the opportunity of services that include but are not limited to mental health services, cognitive behavioral treatment, substance abuse treatment, community services, victim restitution, home supervision, intensive supervision, and detention and/or treatment at a County juvenile institution or in a group home placement.

The County Probation Officer is the statutorily designated Chair of the Community Corrections Partnership (CCP). The CCP is the advisory board involved in the planning, implementation and oversight of the County Plan for the realignment of State prisoners to County jurisdiction under Public Safety Realignment (AB 109).

About the County of Marin

Marin County, located in the hills northwest of San Francisco across the Golden Gate Bridge, is a beautiful, temperate refuge from the more urbanized areas of the Bay Area. With a total population of about 260,000, Marin County residents enjoy a high quality of life in one of the most spectacular metropolitan areas of the world. Marin County has a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, and retail employers. George Lucas' Skywalker Ranch is also located in Marin County as well as a few subsidiaries of Lucasfilm.

Outdoor activities are plentiful with access to the bay, the ocean, hiking or biking trails, vineyards in Napa and Sonoma, wildlife viewing, agritourism, and the Muir Woods National Monument. The Marin County Civic Center is a complete campus designed by Frank Lloyd Wright, "the greatest American Architect of All Time."

Marin County includes the incorporated cities of San Rafael, Novato, Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Ross, San Anselmo, Sausalito, and Tiburon.

County Government

Marin County is a General Law County. The County is governed by five members of the Board of Supervisors, each of whom represents one of the five voting districts of the County. The County employs over 2,200 employees in 22 agencies. The Board's priorities for the future include (1) investing in County infrastructure, (2) preserving affordable housing and Housing First, (3) addressing climate change, (4) improving disaster preparedness, and (5) prioritizing racial equity. The total budget for all funds is \$630 million.

To learn more go to: marincounty.org | [FY20 County Budget Document](#)



Ideal Candidate

The ideal candidate will have previous experience managing a large workforce of dedicated probation professionals. Candidates should be familiar with emerging issues in probation management, particularly (1) the long term legislative, legal, and programmatic developments in juvenile probation; (2) the potential effect of bail reform on the criminal justice system and probation departments; (3) organizational development by emphasizing mentoring, employee engagement, and leadership; and (4) embracing evidence-based programs that induce cognitive and behavioral rehabilitation in those being supervised.

A strong ethical compass and a commitment to the professional development and well-being of the department's employees, is required. The Chief Probation Officer will be politically savvy yet apolitical and will have in-depth experience in organizational and personnel management including setting priorities, holding staff accountable, and moving the department forward in a fast-paced environment.

Fast Facts

Caseloads

- High Risk/Specialty Courts/AB109: 30 per officer
- Medium Risk: 60 per officer
- Juvenile: 15 per officer

Department Highlights

- Strong emphasis placed on the Adult Restorative Justice Program (both pre and post plea) in cooperation with other criminal justice partner agencies
- Pre-Trial Program operational and prepared for potential SB10 implementation
- Close collaboration with Courts and Health and Human Services Partners to provide intensive interventions
- Strong Field Training Officer program and voluntary armed staff protocol
- In-House Training Program for defensive tactics, motivational interviewing, and leadership/organizational development

Operating Principles

- We believe people can change and we can be instrumental in assisting in that change
- We protect the community through the use of evidence-based practices, emphasizing rehabilitation, accountability and community justice
- We continuously strive to reduce the impact of crime and conflict on victims and the community
- We respect the dignity of every individual
- We are committed to ongoing learning, to personal and professional development and to making use of our individual and collective experiences
- We function as a cooperative team, emphasizing ongoing communication, both internally and in conjunction with other departments, agencies, our partners and stakeholders
- We promote personal productivity, health, and balance in a safe, supportive and respectful working environment in support of the Department's Mission
- We are committed to continuous evaluation and improvement of our programs, practices and interactions

Values

- Personal and professional integrity, growth and development
- Respect for each person's individuality, experience and contributions
- Awareness of and respect for cultural diversity
- Empowerment through communication, collaboration and cooperation
- Individual and organizational competence, fairness and accountability



Recruitment Schedule

March 24, 2020 – Application period opens

May 8, 2020 – Application period closes

Mid-May 2020 – Screening Interviews

Late May 2020 – First Round Interviews

June or early July 2020 – Board of Supervisors Interviews

Education And Experience

Any combination of education and experience that would provide the knowledge and skills necessary for this type of executive-level position. Typically, possession of a Baccalaureate Degree from an accredited college or university with a major in sociology, behavioral science, psychology, counseling, criminology, law, public or business administration or a closely related field **and** six years of experience working in the field of probation or related field, of which **at least three years** were in a management capacity, is required.

The possession of a certificate in search and arrest procedures as required by California State Penal Code Section 832, is required.

Note: *The candidate selected for this position must not have felony convictions, nor can they be on probation.*

Compensation And Benefits

Negotiable between **\$182,270 – \$202,508**.

The County of Marin offers a full benefits package, including Medical, Dental, Vision, Pension/Retirement, deferred compensation, and flexible spending accounts.

APPLICATION AND SELECTION PROCEDURE

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **Friday, May 8, 2020**. Resume should reflect years **and** months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application:
<https://executivesearch.cpsshr.us/JobDetail?ID=633>

Marin County is an Equal Opportunity Employer and values diversity at all levels of the organization.

CPS HR  CONSULTING

For further information contact:
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Website: www.cpsshr.us

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred for further consideration. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.