



Salt Lake County Job Description

Associate Division Director – Criminal Justice

DEPARTMENT: Human Services

DIVISION: Criminal Justice/2400

JOB CODE: 084 **GRADE:** 018

FLSA STATUS: Exempt

SALARY PLAN: GEN

EFFECTIVE DATE: 10/10/2013

SAFETY SENSITIVE: No

JOB SUMMARY

In conjunction with the Division Director, guides the overall direction, growth, budget, and culture of the division. Manages division programs, personnel, and initiatives. Leads the strategic planning process of programs to meet goals and objectives.

MINIMUM QUALIFICATIONS

Bachelor's degree from an accredited college or university in a related field, plus six (6) years of related experience, of which two (2) years must have been supervisory or administrative; OR an equivalent combination of related education and experience. Education may not be substituted for the required supervisory experience.

ESSENTIAL FUNCTIONS

The following duties and responsibilities are intended to be representative of the work performed by the incumbent(s) in this position and are not all-inclusive. The omission of specific duties and responsibilities will not preclude it from the position.

Applicants must be prepared to demonstrate the ability to perform the essential functions of the job with or without a reasonable accommodation.

- Assists in the overall leadership of the division by providing input in the areas of planning, staffing, program development, budgeting and total division operation.
- Assists with and implements strategic initiatives and goals for the division.
- Keeps the Division Director apprised of the organizational climate, identifies problems, either actual or anticipated and provides consultative assistance.
- Oversees, directs, and provides continuous oversight for the development and operation of assigned programs.
- Evaluates the allocation of division staffing resources and makes recommendations for effective and efficient service delivery.
- Assists with monitoring and managing the division's budget.
- Manages, directs, and coordinates activities through managers and supervisors, which includes hiring, firing, promoting, orienting, training, assigning and reviewing work performance, annual work performance appraisal and discipline.
- Assists with the development of, makes recommendations and implements policies and procedures necessary to the effective management and operation of the Division.
- Ensures compliance with policies, procedures, laws and regulations.

- Establishes and maintains effective working relationships with internal and external stakeholders.
- In conjunction with the Division Director, works closely with District and Justice Court Judges, Administrators, and City and District Attorneys to develop and implement programming.
- Serves on county and state committees to support and shape misdemeanor and DUI legislation, and State pretrial practices and risk assessments.
- Assists the Division Director to establish and maintain county, state, and national level allied agencies contacts and services.
- Represents the Division Director at professional meetings as determined to make decisions and commit resources and services on behalf of the division.
- Promote CJS programs and client services and provide education of Salt Lake County and Criminal Justice processes by conducting workshops/presentations at county, state and national conferences.

KNOWLEDGE, SKILLS AND ABILITIES (KSA)

Knowledge of:

- Program management
- Staff development
- Organizational development
- Budget preparation and management
- Strategic planning
- Project development
- Mentoring and coaching
- Criminal Justice processes and policy, understanding of legal proceedings, and general court operations
- Evidence-Based Practices implementation and fidelity
- Clinical practices and modalities; professional code of ethics
- Human Resources and county-wide personnel policies
- Data Analysis

Skills and Abilities to:

- Work with computer software related to job specific duties
- Manage the financial aspects of the division
- Resolve conflict effectively
- Communicate effectively both verbally and in writing
- Analyze and solve problems
- Supervise effectively
- Establish and maintain appropriate working/supervision relationships
- Act independently

- Develop, interpret, and administer policies and procedures
- Lead and manage change
- Perform effectively in stressful situations

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS

Work duties are typically performed in a general office setting and in a jail/correctional setting. Requires on call availability.

IMPORTANT INFORMATION REGARDING THIS POSITION

Revised Date/Consultant's Initials: 11/14/2017 CCR