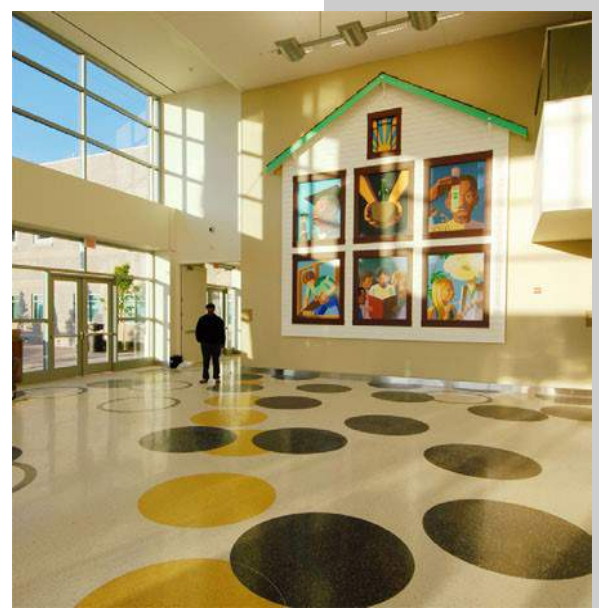


The Ideal Candidate

- **Exceptional communication skills**, both written and oral, and the ability to communicate effectively with diverse stakeholders including, but not limited to, personnel, the community and labor unions.
- **Proven experience working with** evidence based practices in the field of juvenile justice.
- **Extensive knowledge of strength based behavior management strategies** and practices related to juvenile justice.
- **Strong leadership skills** with a track record of successful team-building which includes providing direction and structure for subordinates to facilitate accomplishment of identified goals.
- **Solid experience in managing work groups** by coaching, instructing and advising subordinates; assigning and delegating workloads; and, tracking and evaluating performance.
- **Remarkable organizational skills** including the ability to prioritize tasks and accomplish multiple projects simultaneously, take prompt action to achieve objectives as well as identify issues as they arise and address them proactively.
- **Prudent decision maker** with a history of choosing the appropriate courses of action by considering all implications and consequences, committing to action and ensuring successful implementation.
- **Proven ability to identify and understand complex problems** and concepts, analyze information and exercise good judgment based on available data, design solutions to problems, and formulate and articulate action plans.
- **Awareness of the complexity of managing all aspects of a 24-hour detention facility**, including auxiliary functions such as school, health, culinary, building maintenance, etc., and ensuring compliance with statutory guidelines and current case law.



Probation Department Core Values

- Commitment to community protection and service
 - Commitment to preservation of the family
- Commitment to staff development, training and support
 - Diversity of staff
 - Integrity of staff
- Empowerment of staff to promote respectful, forthright communication
 - Recognition of the potential for positive change in all people
- Recognition of staff as the Department's most important resource
 - Respect and support for the dignity of all individuals