



DIRECTOR OF JUVENILE SERVICES



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The County of Dallas, founded in 1846, is the second most populous county in Texas with a vibrant and diverse population of nearly three million residents of varying ages, backgrounds, nationalities, and faiths spread over 49 cities. One-fourth of the population is foreign-born, which contributes to the County's unique vibrancy. Located in north-central Texas and comprising of 909 square miles of primarily flat, heavy Blackland Prairie, Dallas County is part of the largest metropolitan area in the southern United States and is the largest landlocked metropolitan area in the Country. The Trinity River runs through the County and is filled with vibrant wildflowers that bloom in the spring. With a humid subtropical climate, the County is characterized by the southern plains of the United States.

The City of Dallas, the third-largest City in Texas and ninth largest in the United States, is the county seat and is a major commercial and cultural hub. The largest universities in Dallas County are Dallas College, the University of Texas at Dallas, and Southern Methodist University. Dallas County is also home to attractions such as the Dallas Zoo, Texas Discovery Gardens, and Children's Aquarium at Fair Park. An abundance of local nature preserves, lakes, parks, and outdoor activities make the area great for the whole family.

THE DEPARTMENT

The Dallas County Juvenile Department (DCJD) is the second largest juvenile services department in the State of Texas. Comprised of roughly 700 employees throughout the divisions of Administrative and Executive, Budget, Clinical, Detention, Education, Legal, Probation, and Residential. The DCJD operates five secure and three nonsecure facility programs in five locations throughout Dallas County and provides a continuum of services and resources that are needed by the diverse youth populations of Dallas County.

The DCJD is dedicated to improving the proximal and distal outcomes of the youth under their authority. DCJD provides substantial



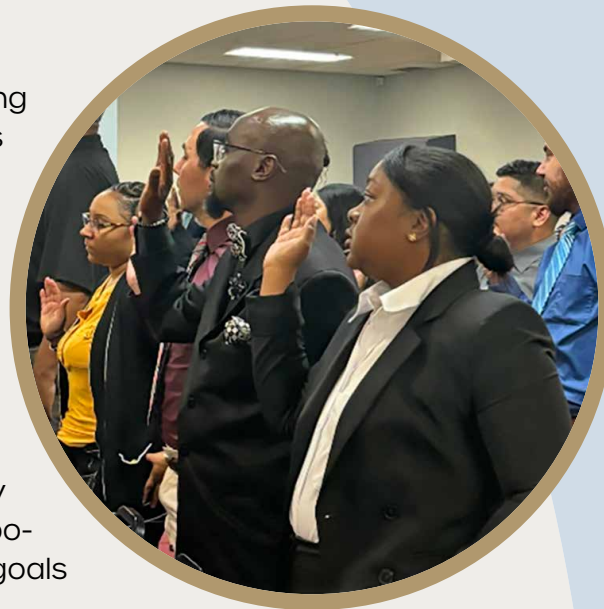
opportunities for growth and development through diverse and targeted programming while also being mindful of victims and the needs they might have. The department aims to establish itself as a significant community partner when it comes to assisting youth to achieve their highest potential, promoting an environment of inclusion and fairness, and preparing the individuals under the department's authority for a prosocial and productive future!

THE POSITION

The Director of Juvenile Services oversees the management of a department consisting of approximately 700 exempt and non-exempt regular and part-time staff members and over 200 volunteers, with an approximate budget of \$80,000,000 at 12 locations. Reporting to the Juvenile Board, the Director is responsible for providing oversight of Probation, Institutional, Administrative and Psychological Services. This position requires a demonstrated ability to develop and implement effective programs; proven managerial skills; ability to exercise sound judgment; ability to work with Board members; thorough knowledge and understanding of laws, principles, and program applications related to this field; knowledge of the Court systems; and strong interpersonal skills and high ethical standards. Duties include but are not limited to the following:



- Directing and managing programs and services to maintain compliance with Title 3 of the Texas Family Code and Texas Juvenile Justice Department Standards and other related state/federal statutes.
- Promoting inter-agency and community collaboration to further the goals of the department.
- Managing human resources through recruitment, selection, training and motivation of the workforce.
- Facilitating effective processing of juvenile court cases by working with departmental personnel, District Attorney staff, District Clerk employees, juvenile defense attorneys and court personnel.
- Managing fiscal resources of the department to include budget preparation, development of performance measures and monitoring of expenditures.
- Developing and implementing creative, effective rehabilitative programs that address the needs of youths and the courts.
- Evaluating staff and program performance in all assigned areas of juvenile services to ensure the effectiveness of services provided.
- Developing departmental missions, goals and strategic plans designed to meet client service needs.
- Communicating effectively with the Juvenile Board on strategic plans and issues.
- Communicating effectively with staff, other County officials and the community.
- Performing other duties as assigned.



The incoming Director should possess a high tolerance for working in an emotionally demanding and stressful work environment.

THE IDEAL CANDIDATE

The County of Dallas is seeking a politically astute forward thinker who utilizes collaboration and innovation to serve as its new Director of Juvenile

Services. The successful candidate must be a progressive leader who will lead by example and mentor staff. The incoming Director of Juvenile Services must be an engaged and approachable leader who will maintain a high level of discipline and will prioritize the morale of their employees. Building trust between staff, juveniles, and the community is essential. The incumbent will be the voice and face of the DCJD; a seasoned public speaker who will be comfortable representing the agency and interacting with public officials. A well-rounded and social media savvy individual is desired.

Candidates with any combination of education and experience that would likely provide the required knowledge, skills, and abilities are qualified.

Qualified candidates typically possess a Master's degree from an accredited college or university in business, public administration, social and or behavioral sciences or in a job related field of study, along with seven (7) years of management related experience including supervising and directing programs and services related to juveniles and/or other offenders. Certification by the Texas Juvenile Probation Commission as a Probation Officer is preferred. A valid Texas Driver's License, with a good driving record is required. The selected candidate

must pass an extensive background investigation. Mandatory drug testing prior to employment will be subject to random, unannounced drug and/or alcohol testing during employment.

COMPENSATION

The starting annual salary range for this position is \$206,734.32 - \$258,417.72. Salary is dependent on experience and qualifications. The County of Dallas offers a competitive benefits package including;

Health Insurance - Available as PPO or HDP plan. The County provides an annual incentive for HDP participants.

Dental and Vision insurance is optional.

Life Insurance - \$50,000 life insurance for each employee at no additional cost.

Annual Leave - Vacation leave accrues at 3.08 hours per pay period. Sick leave accrues at a rate of 3.69 hours per pay period. The rate of accrual increases at six (6) and ten (10) years.

Retirement - Pension plan is under the Texas County & District Retirement System. The vest is ten years and the county matches at a 2:1 rate upon vesting. Retirement account interest is compounded annually at 7%. Employees contribute 7% monthly to their retirement account. A deferred compensation plan is available as an option through Nationwide.

Dallas County is a member of the Public Employee Benefits Cooperation. Additional information about our plan is found here:

PEBC - 2024 (pebcinfo.com)

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
November 10, 2024**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the County of Dallas. Candidates will be advised of the status of the recruitment following selection of the Director of Juvenile Services.

If you have any questions, please do not hesitate to call Ms. Adele Fresé at:

(916) 784-9080

