



## ALACHUA COUNTY, FLORIDA RECRUITMENT PROFILE COURT SERVICES DIRECTOR

GovHR USA is pleased to announce the recruitment of candidates and selection process for the next Court Services Director for Alachua County, Florida.

### About the Community

Alachua County, “Where nature and culture meet”, offers a variety of outdoor recreational opportunities with its varied parks, walking/biking trails and strong emphasis on land conservation to maintain the rural, historic and natural character of the County as well as a diverse cultural scene through festivals, museums and artist shops. The county seat, Gainesville, is an award-winning city that is home to the University of Florida as well as major medical facilities including a large VA Medical Center. Additionally, the County is home to Santa Fe College, voted #1 for Community College Excellence by Aspen Institute. Centrally located in Florida, it is a short drive to the Gulf of Mexico, the Atlantic Ocean or Disney World in Orlando.



The mission of Court Services is *to reduce the need for incarceration by rendering timely and accurate information to the Court while providing a continuum of cost-effective, community-based supervision and therapeutic services to the citizens of Alachua County with emphasis on accountability and preserving public safety.*

Court Services offers a variety of services including: Community Services, Drug Court, Day Reporting, Mental Health Court, Pre-trial Services, Veteran’s Court, Probation, Metamorphosis, OPUS and Work Release. The objectives of the Department include: using evidenced based practices risk and needs assessments to operate various

programs as alternatives for low-risk offenders to remain in the community; using programs that help ensure expensive jail beds are reserved for high-risk offenders; provide information to the Court so judges can make informed decisions about which offenders can be managed effectively in the community and engaging defendants in different treatment modalities.

### About Alachua County

The County has a population of 263,496 and covers over 960 square miles making it the 22nd largest County in Florida for total land mass as well as population. The Greater Gainesville region serves as a regional hub for employment and retail for the County and 11 surrounding counties. With the state’s greatest concentration of 18 to 44-year-olds and people with advanced degrees, Greater Gainesville is the state’s youngest and most educated region. It has thriving cities, rich agricultural land and many small communities that contribute to its character and exceptional quality of life.

Alachua County is a home rule charter County, governed by a Board of five elected County Commissioners, and operates under the established Commission/Manager form of government. The County Manager and the County Attorney are appointed by the Board of County Commissioners who are elected in partisan elections to represent the entire County with no term limits. Commissioners serve staggered terms of four years with one commissioner for each of the five County commission districts. The Court Services Director is appointed by the

County Manager and confirmed by the Board of County Commissioners. The Director will report to the Assistant County Manager of Public Safety and Community Support Services.

*Alachua County's mission is to provide responsive service to citizens and responsible stewardship of county resources for current and future generations.*



## **About the Position – Duties and Requirements**

The Court Services Director is responsible for taking initiative; improving moral; implementing new and innovative programs to reduce County jail populations; generating ideas for continuous process improvement; working collaboratively with internal and external partners; and leading the diverse staff of the Court Services Department. The Director advocates building a strong organizational culture through aligning decisions with core values including: integrity, honesty, respect, diversity, innovation, accountability and communication. The Director also builds strong working relationships

with County departments, Sheriff's Office, Public Defender's Office, State Attorneys' Office, Clerk of the Courts and other local and state partners. The Court Services Director is also charged with overseeing the Department's efforts to achieve and maintain accreditation.

Qualified individuals will be expected to have a strong background in Criminal Justice, including knowledge of State and local laws, rules and regulations pertaining to program areas within the Court Services Program Division. A thorough knowledge of modern principles and practices of administration, organization and management of Court Services Programs and considerable knowledge of programs with a proven track record of reducing County jail populations. A Bachelor's Degree with major course work in Criminal Justice, psychology, Business or Public Administration or related field and five years progressively responsible administrative and supervisory experience in the criminal justice field which must include direct supervision of personnel. Must successfully obtain the FDLE Criminal Justice Information System (CJIS) Certification within 6 months of employment.

## **Compensation and Benefits**

The County offers a starting salary range of \$85,000 - \$95,000. Appointment salary DOQ. A comprehensive benefit package includes the Florida Retirement System, health insurance including medical, dental, and vision coverage (also available to dependents), life insurance, flexible spending account and voluntary participation in a deferred compensation program.

## **Selection Process**

Candidates should apply online immediately with a resume, cover letter and contact information for three professional references. First review of candidates shall occur on March 2, 2018. Pursuant to Florida Open Records Law, applications and resumes are subject to disclosure. Questions: contact Sarah McKee, Vice President, GovHR USA at (847) 867-5151 or [smckee@govhrusa.com](mailto:smckee@govhrusa.com)

[Click HERE to Apply!](http://www.GovHRUSA.com/current-positions/recruitment) ([www.GovHRUSA.com/current-positions/recruitment](http://www.GovHRUSA.com/current-positions/recruitment))

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