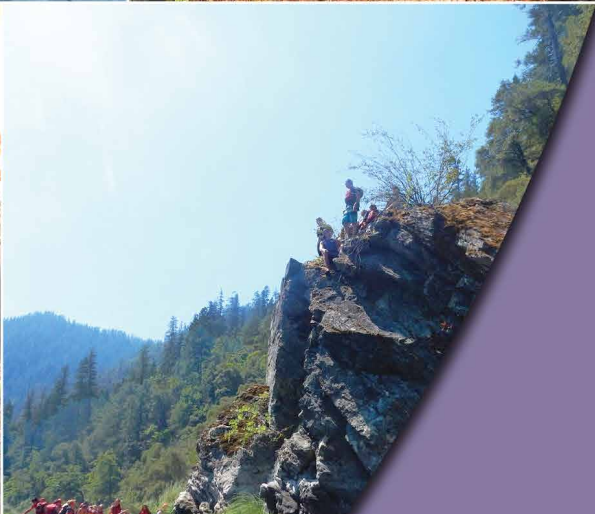


FAMILY JUSTICE CENTER
Sonoma County

INVITES YOUR INTEREST IN THE POSITION OF
EXECUTIVE DIRECTOR



THE ORGANIZATION

The Family Justice Center Sonoma County is a public-private partnership consisting of law enforcement, government agencies, and community-based non-profit organizations that have joined together to co-locate services for victims of family violence, sexual assault, child abuse, and elder abuse. The FJCSC draws on strong interagency collaboration to provide a single point of access to comprehensive wraparound services. Since opening in 2011, the FJCSC has worked to empower victims and break the cycle of violence. In 2019, over 2,700 clients were provided services. The FJCSC is a place for healing, advocacy, and change, contributing to a region, state, and nation free from family violence.

Mission

The Family Justice Center Sonoma County empowers family violence victims to live free from violence and abuse by providing comprehensive services, centered on and around the victim through a single point of access. Building on strong interagency collaboration, we protect the vulnerable, stop the violence, and restore hope.

Vision

The Vision of the Family Justice Center Sonoma County is creating a future where our community has ended the cycle of family violence, our homes are places of safety, and children, families, and elders live free from the fear and presence of abuse in our rural, suburban, and urban neighborhoods.

THE COUNTY

Sonoma County offers a rare and compelling array of scenic, recreational, and geographic options—including inspiring coastline and beaches, the Russian River, over 200 award-winning wineries, and majestic redwoods. The County encompasses over one million acres of land and water, rich with parks, campsites, lakes, and open space.

Sonoma County is also home to a wide variety of art and music festivals, farmers' markets, concert venues, and fine educational institutions, including Santa Rosa Junior College, Sonoma State University, and local schools that rank considerably higher within the state as a whole. Sonoma County is an increasingly diverse region. The Hispanic population has grown by almost 230 percent within the last 24 years and is approximately

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27% of the population. In 2016, slightly over half of Sonoma County's population was between 25 and 64 years old; however, between 2007 and 2016, the fastest growing age range in the County were those aged 65 to 74.

Sonoma is a general law county, governed by a five-member Board of Supervisors. Sonoma County government has a history of providing excellent and responsive public service while operating under sound fiscal principles. The Board is fully committed to a mission and vision that value high quality services to support and enrich the community, strong leadership, engaged citizen participation, transparency and accuracy in information, and efficient and fiscally sustainable government. The County Administrator leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges. Sonoma County encompasses 1,600 square miles and is home to approximately 500,000 residents. The County has 28 departments and agencies that provide a full range of services to the community and employs over 4,000 regular employees.

Working at the County of Sonoma offers expansive opportunities for growth and development, the ability to be a part of a challenging and rewarding work environment, and the satisfaction of knowing you're working to better our communities.

THE POSITION

The Executive Director of the Family Justice Center Sonoma County provides key leadership in the areas of sustainability planning, revenue generation, community outreach, and partnership development. This position oversees the FJCSC's operations with a focus on



critical, fiscal, planning, and programmatic strategies. Additionally, the Executive Director will:

- Plan, organize, manage, and coordinate the activities of the FJCSC to provide ongoing evaluation of the goals, policies, procedures, and outcomes
- Raise funds through grants, foundations, and philanthropy to contribute to resource development and strategic sustainability planning
- Maintain, manage, and report on FJCSC fiscal matters and budgets while administering grants and contracts
- Serves as the primary liaison for all participating FJCSC partners, Executive Committee, and the FJCSC Foundation Board of Directors
- Develop relationships with other potential community partners and community leaders
- Perform public relations and outreach to promote the FJCSC and its services to the local community and the state
- Network with other family justice centers, the National FJC Alliance, and other leaders in the victim services field to ensure implementation of best practices
- Supervise, train, evaluate, and participate in selection and recruitment of FJCSC personnel
- Develop the volunteer corps through recruitment, training, and supervision to ensure quality and competence

The Executive Director will work closely with the Board of Directors of the Family Justice Center Sonoma County Foundation and the Executive Committee, and reports directly to the District Attorney.

THE IDEAL CANDIDATE

The Family Justice Center Sonoma County is seeking an experienced professional with proven management capabilities and a broad range of knowledge and experience. A strong background in social work, social services, and family support services is desirable, but not required. An experienced administrator and strong manager with exceptional capacity for managing and leading people is sought. The ideal candidate will be a responsive and collaborative



Executive Director who is adept at navigating a complex political climate. An individual with a strong commitment to productively collaborate with staff, community members, and the confidence to represent the FJCSC in a highly ethical and transparent fashion will be ideal. The successful candidate will have a proven track record of building partnerships, fundraising, and engaging with stakeholders.

The FJCSC will benefit from a service-minded consensus-builder with a commitment to fostering an environment of teamwork, innovation, and growth; a teambuilder who is able to connect to staff, hold them accountable, and empower them to succeed at their jobs. The ideal candidate will be a solutions-oriented, outside-the-box thinker who can take a creative and opportunistic approach to improving processes and gaining funding. The new Executive

Director must be a good listener, an excellent communicator, and a champion for the individuals and families that the center serves. The FJCSC will benefit from an Executive Director who exhibits compassion and empathy not only for the clients and their plights, but also for the internal staff who is supporting and serving those clients.

The selected candidate will have a track record of effective leadership, management, and/or supervisory experience within or relating to non-profit or public/private partnerships; an unwavering commitment to quality programs; excellence in organizational management with the ability to coach staff, manage and develop high-performance teams,

An experienced administrator and strong manager with exceptional capacity for managing and leading people is sought.

set and achieve strategic objectives, and develop and manage a budget; strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders; knowledge of domestic violence, stalking, sexual assault, child abuse, and elder abuse programs, and services; the ability to work effectively in collaboration with diverse groups of people; excellent oral and written communication skills; and past success working with a Board of Directors with the ability to cultivate existing Board member relationships. All candidates should have proven leadership, coaching, and relationship management experience.

Any combination of education, training, and experience which would likely provide the required knowledge and abilities is qualifying. A typical candidate will possess a Bachelor's degree from an accredited college or university with a major in Social Sciences, Business Administration, Public Administration, Marketing, or a closely related field, and at least four (4) years of professional experience in strategic business development and/or marketing, with at least one (1) year of experience supervising staff.

THE COMPENSATION

The annual salary range for the Executive Director position is \$100,849.64-\$122,597.43; placement within this range is dependent upon qualifications and experience. The County offers an excellent benefits package, including:

Paid Time Off – Competitive vacation accrual and sick leave accruals; additional management leave annually; 12 paid holidays and an additional eight (8) floating holiday hours per year; and may be eligible for up to eight (8) weeks (320 hours) of Paid Parental Leave after 12 months of County employment.

Health Plan – Choice of five (5) health plans (a PPO, EPO, HMO, and two (2) deductible HMOs) with a County-paid premium contribution.

Cash Allowance – In addition to monthly salary, a cash allowance of approximately \$600 per month.

Retirement – County pension fully integrated with Social Security

IRS 457 Plan – Pre-tax employee contribution up to the IRS annual maximum.

Retiree Medical – County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance benefits.

Plus, excellent dental, vision, disability, life insurance, professional development, and more.

TO APPLY

If you are interested in this outstanding opportunity, please visit:

governmentjobs.com/careers/sonoma

**Filing Deadline:
Open Until Filled**

Following the closing date, resumes will be screened according to the qualifications outlined above. A background investigation is required prior to employment. Candidates referred for a selection interview are typically required to sign authorization and release forms enabling such an investigation. Additional requirements, such as successful completion of a physical exam, drug screen, etc., may apply, depending on the duties and responsibilities of the position.

Should you have any questions regarding the position, please contact Ms. Valerie Phillips at:

(916) 784-9080

