

POL/HIRE.



King County
SHERIFF

\$199,195 - \$252,429*

King County, Washington is seeking its next Sheriff

THE REGION

Located on Puget Sound in Washington State, King County is home to more than 2 million people, making it the 12th most-populous county in the nation. Stretching from the Cascade Range to the Salish Sea, King County covers more than 2,100 square miles of territory, encompassing urban cities, suburban areas, rural farmland and undeveloped natural lands including mountains, forests and waterways.

The county is also the home of many renowned businesses and organizations, including Amazon, Boeing Commercial Airplanes, the Gates Foundation, Microsoft, Starbucks, and the University of Washington.

KING COUNTY GOVERNMENT

King County government is unique nationally in the range of services it provides. It is both a regional government, providing services throughout most or all of the county, and a local government, providing services in the unincorporated area (outside of cities). Regional services include public health, transit, wastewater treatment, housing, behavioral health programs, elections, property assessment, solid waste transfer and disposal, regional parks and trails, and the prosecution, defense, and adjudication of felonies.

Together, with leadership and our employees, King County is changing the way government delivers service and winning national recognition as a model of excellence. Forbes recently named King County as one of Washington State's best employers.

Guided by our "True North", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality

workforce in our region; a workforce that shares and will help advance our guiding principles:

We are one team
We solve problems
We focus on the customer
We drive for results
We are racially just
We respect all people
We lead the way
We are responsible stewards

THE SHERIFF'S OFFICE

Ensuring the safety of people in King County is the top priority of the King County Sheriff's Office (KCSO). Every employee is expected to provide the best customer service by working with constituents to address their concerns. With over 1,000 employees, the KCSO serves the law enforcement needs of over half a million people in unincorporated areas and the Office's twelve contract cities. The KCSO also provides police departments for the Muckleshoot Tribe, Metro Transit, and the King County International Airport.

THE POSITION

The Sheriff leads the Office toward continuous improvement practices that uphold the values of equity, sustainability, transparency, community representation.

THE REQUIREMENTS

Requirements of this position include:

Bachelor's degree in Police Science, Criminology, Public Administration or related field supplemented by ten (10) years of progressively responsible managerial and executive level supervisory experience in a law enforcement agency similar in size (1200 personnel) and/or complexity to the King County Sheriff's Office, with a minimum of five years at the Executive Level Command equivalent to Assistant Chief, Deputy Chief or Division Chief or higher leading at least 300 or more employees, first line supervisors, mid-level managers, Commanders, or executive level command staff; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities as outlined above to meet the minimum job qualifications for this position.

Additionally,

- Certifications from the FBI National Academy or PERF's Senior Management Institute of Police (SMIP) are desirable
- The successful candidate would need to be certified by the Washington State Criminal Justice Training Commission within one year of appointment.

The ideal candidate will bring key professional experience, leadership characteristics, and values to the Office:

Professional experience

Law enforcement & Community background. A law enforcement background, but also experience with community leadership. It may not be essential that candidates for Sheriff be currently commissioned as law enforcement officers, but such a background is important.

Community partnerships. A track record of successful partnerships with diverse communities focused on mutually agreed upon public safety goals.

Executive experience. A diversity of executive experience in leading a sizable organization. The new King County Sheriff will lead a department with hundreds of commissioned deputies and more than 1,000 employees.

Cross-organization collaboration and partnerships. Top candidates must have a history of successful collaboration with partner agencies.

Leadership characteristics

Inspirational and able to motivate change. Understanding of the need for changes in police services and the ability to both inspire these changes in department personnel and engender trust in the community.

Record of success with elected officials, other jurisdictions, and unions. Top candidates must have a record of success in dealing with elected officials and be able to demonstrate the political skills needed to deal effectively with elected officials, other jurisdictions, law enforcement union leaders and their members.

Values

Equity. Full commitment to the vision of King County as a place where all people have equitable opportunities to thrive, including a proven track record of equitable practice by

applying a race and social justice perspective that challenges the cultural norms that allow for institutional and systemic racism to exist in an organization.

Integrity. An outstanding reputation for integrity, honesty, and transparency. (The trust of the community and of the public safety department's personnel is essential to the new Sheriff's success.)

Additionally, the ideal candidate will also have a clear and demonstrated understanding of the historical and contemporary complexities at the intersection of policing and marginalized communities. Specifically, the candidate will understand the issues surrounding police services for **Black, Indigenous, and People of Color; Lesbian, Gay, Bisexual, Transgender, Queer** communities; and other marginalized communities.

Are you ready to make a difference?
Come join the team dedicated to serving one of the nation's best places
to live, work and play!

TO APPLY

King County is partnering with POLIHIRE to find its next Sheriff. If you are interested in this opportunity, please submit a cover letter outlining your qualifications and your resume to KCSO@polihire.com. Please include only your name (Last, First) in the subject line when submitting these materials. Applications received prior to January 17, 2022 will be reviewed first.

King County encourages people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

Please note:

King County is an Equal Employment Opportunity (EEO) Employer. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

(New) Covid-19 Vaccination Requirement. As of October 18, 2021, most* King County employees are required to be fully vaccinated against COVID-19. If hired, you will be required to submit proof of vaccination by October 18th. People are considered

fully vaccinated two weeks after their second dose in a two-dose series or two weeks after a single-dose vaccine. Employees may make requests for a reasonable accommodation based on a medical disability or for sincerely held religious beliefs. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation. This directive applies to employees in the Executive branch*, the Assessor's Office, Elections, the King County Sheriff's Office, and the Executive Office.

Vetting process. Finalists for this position will be subject to a comprehensive vetting process, including a review of criminal history record, employment history, personal references, driving history, credit history, polygraph, and an evaluation of psychological suitability.

Confirmation. Appointment to this office requires confirmation by the King County Council.

* Salary is subject to council approval.