



Clark County, Nevada

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Juvenile Justice Services Director



Recruitment Services Provided by Ralph Andersen & Associates

# The Opportunity

*Clark County, Nevada is seeking an accomplished juvenile justice professional to serve as its next Juvenile Justice Services Director. The Juvenile Justice Services Director reports to the Deputy County Manager and works closely with Clark County leadership as well as other key regional partners and stakeholders. Top candidates will have a career path that closely aligns with the core responsibilities for this leadership position along with a proven track record for innovation and change management in the provision of juvenile justice services. The position requires a strong juvenile justice background with the ability to provide critical outcome-based analysis of existing and potential new programs.*





## The Clark County Community

Clark County is the nation's 12th most populous county and the most populous of Nevada's 17 counties with 2.3 million residents. The famed Las Vegas Strip sits at the heart of Clark County featuring unparalleled attractions and some of the world's largest and most beautiful resorts, world class entertainment, fine restaurants, shopping, and luxurious spas.

Clark County is home to several diverse communities that provide for a wide choice of urban, suburban, and rural lifestyles. Clark County is a college and university community, most notably the University of Nevada Las Vegas, Nevada State College, and the College of Southern Nevada. Clark County is also home to many professional sports teams and events including the NHL Golden Knights, the NFL Las Vegas Raiders, the Las Vegas Aces of the WNBA, the Triple-A Las Vegas Aviators, Formula 1 Las Vegas Grand Prix, NASCAR events at the Las Vegas Motor Speedway, and the National Finals Rodeo.

Nevada has no shortage of compelling landscapes, and Clark County is no different. Mt. Charleston and skiing are just 45 minutes away, and Red Rock National Conservation area beckons on the western fringe of the Las Vegas Valley. Lake Mead National Recreation Area, located 30 miles southeast of Las Vegas, caters to boaters, swimmers, fishermen, hikers, wildlife photographers, and roadside sightseers.

# The Organization

Clark County is a dynamic and innovative organization dedicated to providing top-quality service with integrity, respect, and accountability. With jurisdiction over the world-famous Las Vegas Strip and covering an area the size of New Jersey, Clark County is the nation's 12th-largest county and provides extensive regional services to 2.3 million citizens and 38.8 million visitors a year (2022). Clark County employs more than 10,000 in 38 departments. Clark County is recognized by Forbes Magazine as one of "America's Best Employers By State". It has a fiscal year general fund budget of \$2.1 billion and a total budget for FY2023 of \$11.4 billion. The County is known for its strong ending-fund balance, overall financial strength, and an investment-quality credit rating. It retains the best bond ratings of any local government in the state with an "Aaa" from Moody's Investors Service and an "AA+" from Standard & Poor's. Clark County government provides traditional county services (e.g., juvenile services, adult social services and child protective services, the nation's 8th-busiest airport, air quality compliance, and the state's largest public hospital, University Medical Center) to all areas of Clark County.



As a "city" government, Clark County also responds to the needs of one million residents in the urban unincorporated areas. Those residing in the urban unincorporated areas receive their traditional urban services such as public works, building inspections, fire protection, parks, and recreation from Clark County rather than from any of the County's five cities: Las Vegas (pop. 670,700), Henderson (pop. 330,300), North Las Vegas (pop. 264,800), Boulder City (pop. 16,500), and Mesquite (pop. 25,500).

Clark County is governed by a seven-member County Commission elected from geographic districts on a partisan basis for staggered four-year terms. Commissioners biennially elect a chairperson who serves as the Commission's presiding officer. The Commission in turn hires the County Manager, who is responsible for administrative operations.

# Clark County Department of Juvenile Justice Services Overview

The Clark County Department of Juvenile Justice Services (CCJJ) is the largest juvenile justice agency in the state of Nevada. The Department provides juvenile justice programming such as probation programs provided on the CCJJ campus and within five neighborhood community centers; a 192-bed youth detention facility; a comprehensive health services program providing a full spectrum of assessment and treatment services to youth involved with the CCJJ; and a staff-secure 100-bed correctional youth camp located at Angels Peak in the Mt. Charleston Recreational/Toiyabe National Forest Area.

## Clark County Department of Juvenile Justice Services

### Vision and Mission

**Vision:** To inspire a successful future for youth, families, and our community.

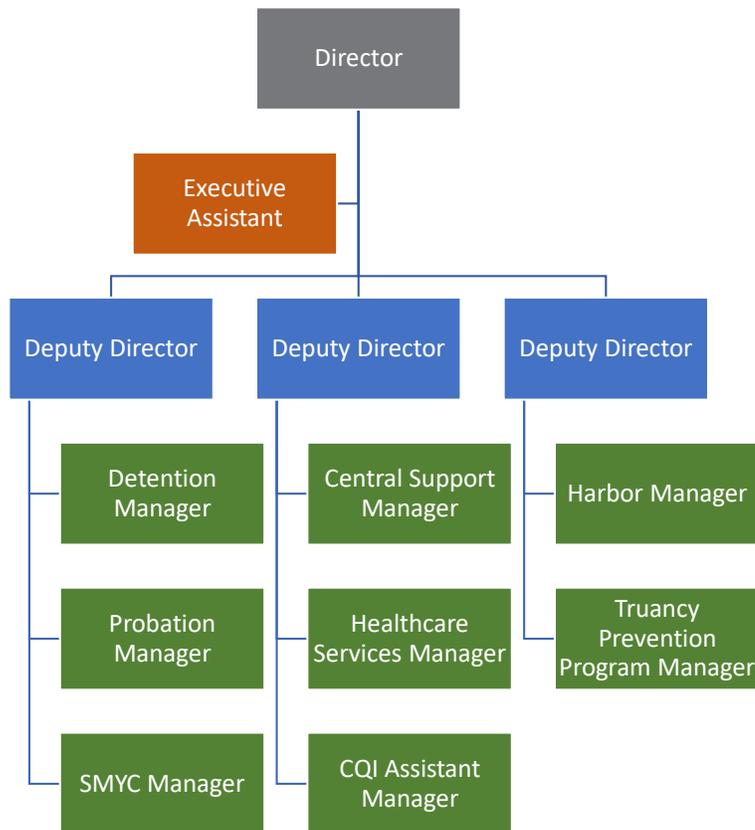
**Mission:** To improve and strengthen youth and families through positive relationships and targeted programming.

In addition to the traditional juvenile justice programming, the Department oversees multiple innovative diversion programs, including the Harbor and the Truancy Prevention Outreach Program. The Harbor provides a safe place to connect youth and their families to services they may need with the goal of preventing youth from entering the local juvenile justice system by helping families cope with problem behavior before issues potentially escalate into more serious trouble. Services include referrals to court diversion programs, tutoring, educational support, mentoring, substance abuse interventions, conflict management, job development, counseling, cognitive behavioral therapy, and other programs. The Truancy Prevention Outreach Program works to eliminate chronic absenteeism by focusing on underlying youth and family needs. The program provides intensive in-home, in school, and community-based services will ensure that youth and families receive needed support through a targeted case management approach.

# Department of Juvenile Justice Services Overview *continued*



## Clark County Department of Juvenile Justice Services



The Clark County Juvenile Justice Department operates in an environment where juvenile justice is influenced by a large growing population base, tourism, and other economic and social influences that may increase demand for current or future programs within the Department's oversight. CCJJ has a current general fund annual budget of \$77 million, which includes multiple year special revenue funding, and multiple year grant funding. CCJJ services are supported by approximately 415 staff in the Department working within one of the seven (7) divisions under the direction of three (3) Deputy Directors.

# The Position

The Juvenile Justice Services Director is a key member of the leadership team of Clark County, reporting directly to the Deputy County Manager and collaborating closely with other members of the County's leadership, as well as various regional partners and stakeholders. The Juvenile Justice Services Director assumes responsibility for overseeing a comprehensive portfolio encompassing pivotal services crucial to Clark County. In this capacity the Director plans, organizes, and administers a robust program of direct, referral, and advocacy services. Specific responsibilities and skills required of the Juvenile Justice Services Director include:

- ❖ Providing dynamic leadership to inspire success throughout the Department and partnering organizations to ensure that youth and families receive the most effective and efficient provision of service possible;
- ❖ Developing and articulating a clear vision for the Department and directing the implementation of strategic goals, objectives, policies, and procedures to make that vision a reality;
- ❖ Effectively managing the Department's financial resources by directing the preparation, administration, and ongoing monitoring of the Department's budget;
- ❖ Proactively identifying issues, developments, and funding sources affecting juvenile justice service programs; successfully implementing policy and procedural changes to meet ongoing challenges, changes, and requirements;
- ❖ Advancing the overall quality of the Department's service provision by developing staff and work teams, and facilitating positive employee morale and strong organizational performance;
- ❖ Establishing strong community relationships that provide opportunities to receive information regarding community and client needs, and effectively communicating information regarding departmental services and programs; and
- ❖ Collaborating successfully in a highly active local and regional structure with a variety of partners and stakeholders (e.g., elected officials, judicial system, representatives of law enforcement, social, medical and community service provision agencies, the educational system, and other public and private organizations and local government entities) and representing the agency and the community in local and state-wide forums as well as with state legislative and federal representatives.

In summary, the Juvenile Justice Director will provide strong leadership and clear vision to continue and advance the successful provision of juvenile justice services programming provided to youth, families, and the Clark County community.



## The Ideal Candidate

The selected candidate for consideration as Clark County's next Juvenile Justice Services Director must be an experienced juvenile justice administrator well versed in leading and managing diverse juvenile justice programs at the executive level. The ideal candidate is a proven leader in the field with a goal orientation and results focus. The next director will have the ability to develop a vision, strategy, and roadmap to lead the Juvenile Justice Services Department into the next phase of the Department. Other executive competencies desired in the ideal candidate include:

- ❖ Innovative leadership in juvenile justice services, targeted case management, juvenile assessment services, juvenile detention and probation, and other juvenile service programming at the local and county level;
- ❖ Fiscal aptitude to successfully manage a large, complex budget, and have direct knowledge and oversight of policy and funding compliance programs;
- ❖ Proven project management experience and a demonstrated commitment to innovative solutions, best practices, and continuous improvement leading to improved outcomes in juvenile justice service programming;
- ❖ Political and business acumen demonstrated through expertise preparing and presenting complex concepts and proposals in a respectful, collaborative, and understandable manner;
- ❖ Experience providing a balance between program results/goal achievement and the personal and professional well-being of the juvenile justice services team; recognizing the contributions of employees throughout the Department and placing high value on the development of staff; and
- ❖ Strong interpersonal and communication skills as the primary spokesperson representing the Department with the community and media; ability to independently and effectively appear before administrative, judicial, local elected officials, legislators, and legislative committees with impact throughout the juvenile justice system to enhance the Department and County's reputation and standing.

# Qualifying Education and Experience

**Candidates with P.O.S.T.:** Bachelor's Degree with major course work in criminal justice, social work, business or public administration, or a field related to the work AND four (4) years of full-time senior level management experience over one or more elements of a comprehensive youth justice system. Additionally, reciprocity states for Nevada Peace Officer certification may be taken under consideration.

**Candidates without P.O.S.T.:** Bachelor's Degree with major course work in criminal justice, social work, business or public administration, or a field related to the work AND six (6) years of full-time Administrative supervisory level experience (overseeing administrative functions within law enforcement, managing personnel, and ensuring compliance with P.O.S.T.) over one or more elements of a comprehensive youth justice system, such as detention, probation, protective services, and child welfare or the direct delivery of social and therapeutic services, with a minimum of four (4) years of senior management level experience over a juvenile justice services department.

**Licensing and Certification:** Must possess a valid Nevada Class C Driver's License.

**Background Investigation:** Employment is contingent upon successful completion of a background investigation. Periodically after employment background investigations may be conducted. Must not have any qualifying offense that violates the standards required by NRS 62B.223 and/or NRS 62G.223.

**Medical Examination:** Employment is contingent upon the results of a physical examination performed by an employer provided examining physician.

**Pre-Employment Drug Testing:** Employment is contingent upon the results of a pre-employment drug examination.

**Final Selection and Appointment:** The County Manager and Deputy County Manager will select the most highly qualified candidate based on a combination of education, career experience, and accomplishments that best fit the needs of Clark County.



# Compensation and Benefits

The salary range for the Director of Juvenile Services is \$148,075 to \$229,486 annually (there is no state income tax in Nevada). Placement within the salary range is determined by candidate's qualifications and experience as deemed appropriate by County Management. The County also offers an excellent benefits package that includes the following:

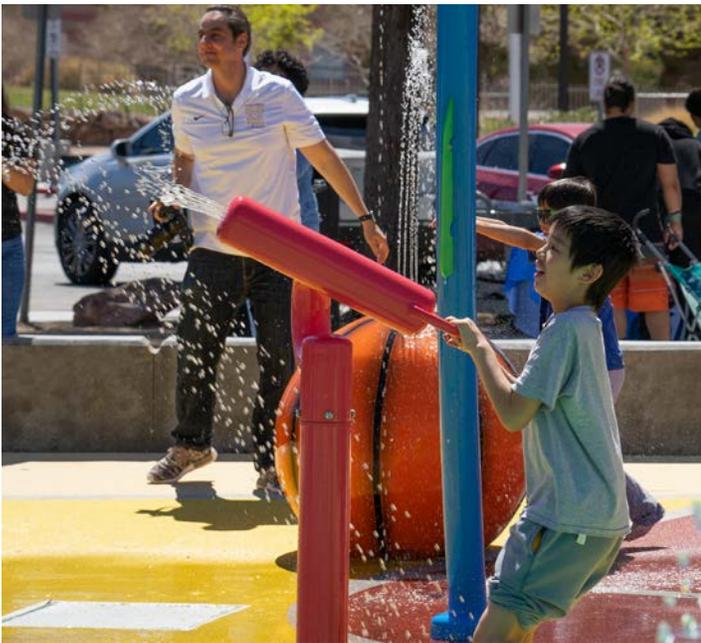
- ❖ **4/10 Compressed Work Schedule:** Clark County follows a 4/10 compressed work schedule, typically in four 10-hour days, Monday – Thursday.
- ❖ **Vacation:** Annual leave accrues based on months of service after six months of service at the following accrual rates: 0-24 months of service, 80 hours annual leave; 2-8 years, 120 hours annual leave; 8-15 years, 144 hours annual leave; over 15 years of service, 160 hours annual leave.
- ❖ **Administrative Leave:** Management employees accrue five (5) days of administrative leave each calendar year.
- ❖ **Sick Leave:** Sick leave is accrued each pay period (approximately 96 hours per year).
- ❖ **Holidays:** All employees receive a total of 13 paid holidays per year.
- ❖ **Deferred Compensation:** Management employees are eligible to participate in the County's deferred compensation plan.
- ❖ **Medical Health, Dental, and Vision Insurance:** Health, dental, and vision insurance is provided by Clark County, with employees paying the following percentage of the total premium per month: Employee only 5.5%; Employee and Spouse 10.0%; Employee and Children 7.0%; Employee and Family 10.5%.
- ❖ **Comprehensive Annual Physical:** Management employees receive reimbursement of five hundred dollars (\$500) per year, for the costs of a comprehensive annual physical examination.
- ❖ **Life Insurance:** The County pays 100% of the premium cost for life insurance policy coverage of \$20,000.
- ❖ **Long Term Disability Insurance:** The County provides a long-term disability insurance program at no expense to the employee.
- ❖ **Retirement:** Full retirement contributions are made by the County to the Nevada State Public Employees Retirement System (PERS). Five years of minimum service credit required to be eligible for a vested benefit, plus age requirements. PERS is a defined benefit plan. Management employees are entitled to participate in a County program providing for contributions for group insurance after retirement.
- ❖ **Vehicle Allowance:** At the discretion of the County Manager, payment of a monthly allowance not to exceed five hundred dollars (\$500).

*Residents in Clark County, Nevada enjoy a very favorable tax structure where there is no state income tax and the overall tax burden is one of the lowest in the nation. Housing costs are still favorable compared to other parts of the country and property tax is lower than many other jurisdictions. Additionally, employees of Clark County do not participate in Social Security (no payroll deduction for this is made) except for the mandated Medicare portion.*

## To Be Considered

Interested candidates are encouraged to apply as soon as possible by submitting a resume and a compelling letter of interest and accomplishments by **Monday, January 22, 2024** to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). This is a highly confidential search process. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Mr. John Slaughter, Ralph Andersen & Associates at (916) 630-4900, or alternatively, an appointment may be scheduled for a specific date and time by emailing [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com).

### ***Clark County, Nevada is an Equal Opportunity Employer***



[www.clarkcountynv.gov](http://www.clarkcountynv.gov)