



CITY OF SEATTLE

Director of Strategic Initiatives (Ord. Title: Strategic Advisor 3, Exempt)

SALARY:	\$52.36 - \$78.53 Hourly \$109,327.68 - \$163,970.64 Annually
LOCATION:	Seattle Justice Center, 600 5th Ave., Seattle, Washington
JOB TYPE:	Civil Service Exempt, Regular, Full-time
SHIFT:	Day
DEPARTMENT:	Seattle Police Department - Civil Service
BARGAINING UNIT:	Not represented
CLOSING DATE	Continuous

POSITION DESCRIPTION:

The Seattle Police Department (SPD) is seeking a dynamic individual to be actively engaged in research, analytic, planning, government relations, executive communications, technology, and strategic planning activities of the group SPD's Command Staff. The position is a direct report to the Chief of Police and assists the Office of the Chief in daily management and planning. The Director is responsible for formalizing the Department's strategic planning process, including leading its development, translating it for people across the department, driving organizational change by creating new relationships across the department and city government, and establishing greater transparency and accountability.

JOB RESPONSIBILITIES:

- Design and manage projects and initiatives assigned by the Chief of Police.
- Act as an advisor to the Chief of Police on critical changes in the field of law enforcement and public safety.
- Engage with outside stakeholders in the areas of research, technology, best practices, and policy.
- Support special initiatives including the preparation of materials for, and presentations to, internal and external stakeholders.
- Stay aware of and engaged with emerging technology and its developers.
- Provide guidance and strategic direction for analytic units in the department, including establishing and maintaining relationships with city and external data-sharing and analytic partners.
- Partner with other executive staff to accomplish short- and long-term operational goals.
- Advise on and produce executive communications strategies and content.
- Project management with the ability to produce, track and manage multiple deliverables with overlapping deadlines in a political environment.
- Collaborate with internal and external partners to achieve organizational goals.
- Build collaborative, productive, and respectful relationships with community leaders, law enforcement institutions, and community-based organizations.
- Navigate institutions to promote and get buy-in on innovative and potentially controversial strategies.
- Performs other duties as assigned.

QUALIFICATIONS:**Minimum Qualifications:**

Senior manager level experience working in government and a master's degree in criminal justice, criminology, or relevant field; or a combination of education and/or training and/or experience which provide equivalent background required to perform the work of the classification.

Desired Qualifications:

- A Ph.D. in criminal justice, criminology, public policy, or relevant field is highly preferred.
- A systems-oriented thinker with the ability to analyze complex relationships and situations, think outside the box, act, and promote entrepreneurial and innovative approaches at the system level and across the whole of government.

- Dynamic forward thinker that can anticipate trends in the field and mastermind innovative solutions.
- Superior presentation and communication skills.
- Executive speech writing experience.
- Comfort with and demonstrated ability to work on a multidisciplinary team with a diverse range of skills and communication styles.
- Ability to self-manage, organize, and deliver, on schedule, under high pressure conditions.
- Demonstrated understanding of racial equity and social justice values.
- A passion to work towards reducing harm in the criminal justice system.
- Facilitation, negotiation, and conflict resolution skills.

Position Requirements:

A valid Washington State Driver's License prior to being hired and must pass a Seattle Police Department background investigation, in compliance with Seattle's Fair Chance Employment Ordinance, SMC 14.17. Applicants will be provided an opportunity to explain or correct background information.

This position may work evenings, weekends and holidays as needed.

ADDITIONAL INFORMATION:**Additional Information about the Department:**

The Seattle Police Department is comprised of approximately 1,500 dedicated law enforcement professionals all committed to creating and fostering a work environment that is collaborative, innovative and leading the way in law enforcement principles and practices. Ours is a culture that encourages top performers to adhere to a standard of excellence in the identification of and resolution to complex challenges.

This position is open to all qualified candidates that meet the above qualifications. The Seattle Police Department values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, or gender identity. The department encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans, and those with diverse life experience.

How to Apply:

In addition to completing the application at www.governmentjobs.com/careers/seattle, please upload:

- A cover letter that describes your interest in and the skills you would use to take on this job
- A PDF of your current resume
- A writing sample

Please refer to Job Number 2020-00556.

APPLICATIONS MAY BE FILED ONLINE

AT:
Job #2022-00556

DIRECTOR OF STRATEGIC INITIATIVES (ORD. TITLE: STRATEGIC ADVISOR 3, EXEMPT)

AP

If you are unable to apply on-line you may submit a paper application by the closing date to our office.

OUR OFFICE IS LOCATED AT:
Seattle Municipal Tower
700 5th Avenue, Suite 5500
Seattle, WA 98104

Careers@seattle.gov

Who May Apply: This position is open to all candidates that meet the minimum qualifications. The City of Seattle values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, or gender identity. The Department encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ people, people with disabilities, veterans and those with diverse life experiences.

Accommodations for people with disabilities are provided on request.

The City is a Drug Free Workplace.
