



Director, Miami-Dade Corrections and Rehabilitation Department
Salary to be Determined
(Annual Salary Range: \$136,555 - \$386,462)

Miami-Dade County is seeking a dynamic, innovative, experienced, results- and people-oriented leader to serve as the Director of the Miami-Dade Corrections and Rehabilitation Department (MDCR). The mission of the MDCR is to provide safe, secure, and humane pre-trial detention of individuals in custody, while also preparing inmates for successful re-entry to the community. As part of the Public Safety strategic area, the Department operates three detention facilities with a system-wide average daily inmate population of approximately 4,400 inmates, intakes and classifies approximately 54,000 inmates annually, and provides local court security services, alternative to incarceration programs, inmate rehabilitation programs and transportation to court, local, and state facilities.

The Director will lead approximately 2,700 certified and civilian staff responsible for the daily operation of three county detention facilities, with oversight of the fiscal, technical and support services for the custody, health, and welfare of a large, diverse inmate population. MDCR's current annual budget is approximately \$397 million. Agency responsibilities include management of inmates, including those with mental illness; processing and securely storing inmate property; provision of food service management and/or contracts; delivery of pre-trial services; community corrections activities; inmate medical, mental health, and dental services; and provision of pre-service, lateral, in-service, and specialized correctional training. The Department works closely with other law enforcement agencies, such as the Miami-Dade Police Department, federal, state, and municipal police departments, judges and judicial staff and the legal community, including the State Attorney's Office, Public Defender's Office, private attorneys, and bail bond agencies.

The ideal candidate should demonstrate the following core competencies:

- Has experience managing a large, complex correctional operation, preferably a local or regional jail system.
- Has the ability to establish a jail system that employs data-driven decision-making.
- Handles oversight, in collaboration with the county's Public Health Trust, of medical, mental health, and dental care for inmates.
- Maintains operational records to evaluate, improve, and change department operations, based on data analysis.
- Conducts planning sessions with internal and external stakeholders to gather ideas and information, to implement innovative and cost-effective programming.
- Establishes and maintains clear lines of communication with the county mayor, chief judge, and all county departments to create a favorable problem-solving and positive environment.
- Leads and maintains credible and inclusive formal and informal communications with employees, contractors, and inmates.
- Has a demonstrated record of collaboration with community stakeholders, including families of inmates.
- Oversees field operations during emergencies, such as natural disasters (hurricanes), riots, and escapes.
- Serves as a model of leadership, exemplifying integrity, professionalism, sound judgment.
- Oversees the training and development of staff for core competencies, and advanced competencies in

innovative technologies, research-based inmate management practices, emerging and innovative practices in corrections and other areas that allow the MDCR to forecast and manage its future for the best outcomes.

- Has knowledge of local, state, and federal statutes, regulations, and standards applicable to the confinement and security of incarcerated individuals in a jail setting.
- Demonstrates existing relationships with other leaders in the corrections and law enforcement industries
- Works collaboratively with multiple stakeholders and community groups.
- Oversees development and management of the approved budget, including management of staffing and overtime.
- Utilizes case management and therapeutic jurisprudence approaches among the inmate population.
- Has experience working to achieve compliance with court-ordered consent agreements.
- Has experience in planning and opening new jail facilities, including staffing, policies, procedures, and programming.

The Director of Miami-Dade Corrections and Rehabilitation reports to the county's Chief Public Safety Officer and receives general direction from the Mayor and the Board of County Commissioners.

For fiscal year 2021-2022, the county adopted a \$9 billion budget. Miami-Dade County is internationally recognized for its achievement in implementing a results-oriented government culture. The county's Strategic Business Plans are developed with significant input from the community in setting priorities.

Administrative/General Duties:

The Director is responsible for partnering with assigned MDCR staff leadership, other departmental leaders, community groups, and interested parties in planning, developing, and implementing the overall vision, mission, programs, processes, and projects of all personnel within the department, as well as overseeing leadership development and succession planning initiatives.

The Director establishes short and long range goals to include strategic outcomes, such as recidivism reduction, jail population analysis, mental health treatment planning, monitoring, reporting, and processing.

Serves as the catalyst for internal and external cultural changes that enhance the relationships between the inmates, staff, families, and communities served.

Promotes equity in facilities, department and communities through open dialogues with civic, cultural, religious, and educational institutions.

Recommends modifications to programs, systems, policies, and procedures that enhance public safety goals.

Minimum Qualifications:

A bachelor's degree. A minimum of seven years of progressively responsible supervisory and management experience in a large-scale correctional organization. Certification as a law enforcement officer (corrections) in accordance with s.943.1395, Florida statutes, within one year of employment.

Applicants qualifying for employment with the Miami-Dade Corrections and Rehabilitation Department will be subject to extensive security screening, including but not limited to fingerprint checks, employment verification, and such other procedures as may be mandated by federal, state, or local requirements.

Preferences

Experience in a jail work environment is preferred. A Certified Jail Manager (CJM); Certified Corrections Manager (CCM), and/or Certified Corrections Executive (CCE) is highly desired.

Benefits:

Miami-Dade County offers outstanding comprehensive benefits including full medical, dental, optional vision and disability insurance; optional 457 pre-tax savings plans, optional flexible spending accounts, recognized county paid holidays, one birthday holiday and three floating holidays; vacation and sick leave; and employee contributory membership in the Florida Retirement System.

Applicants qualifying for employment will be subject to an extensive background check including, but not limited to, fingerprint checks, employment verification, and other procedures. All resume submittals are subject to State of Florida Public Records Law.

Miami-Dade County is an Equal Opportunity Employer. Applicants and employees are protected from discrimination based on certain categories protected by local and federal law.

Qualified applicants may send resumes via email to Recruitment@miamidade.gov or mail to Kathy L. Horton, Manager, Recruitment, Human Resources Department, 111 NW 1st Street, Suite 2110, Miami, FL 33128. For additional information contact Ms. Kathy L. Horton at (305) 375-2668 or Kathy.Horton@miamidade.gov. All documents submitted in response to the advertisement are public records pursuant to Chapter 119 Florida Statutes.