



## DIRECTOR OF COURT SERVICES

**Salary: \$92,094 - \$153,490**

**Job# 09-0638 Deadline: July 17, 2009**

Fairfax County Government, one of the nation's largest and most comprehensive local governments located in the Northern Virginia Area, seeks a creative leader and seasoned management executive of outstanding ability to lead the county's **Juvenile and Domestic Relations District Court Services (JDRDC)** organization.

Serves at the pleasure of the County Executive, under direction of the Deputy County Executive for Human Services, and in consultation with the JDRDC judges. The Director of Court Services provides strategic and operational leadership for a comprehensive array of locally administered court-related residential, probation, counseling and other service programs. The Fairfax County JDRDC provides services to young people under the age of 18, and their families, who live in Fairfax County, the City of Fairfax, and the towns of Herndon, Vienna and Clifton. In addition, the court provides services to adults in these jurisdictions who are experiencing domestic and/or familial difficulties that are amenable to unofficial arbitration, counseling or legal intervention. The court also provides services required in criminal adult complaints for offenses committed against juveniles unrelated to them.

The Director of Court Services also plays a critical role as part of the county's overall Senior Management Team and as a member of the Human Services Leadership Team, which supports the strategic direction and management coordination of a comprehensive system of integrated human services delivery, community engagement and capacity building. The Director serves on the Community Policy and Management Team (CPMT), which guides local implementation of the Comprehensive Services Act for At-Risk Youth and Families. The successful candidate will demonstrate the experience and skills necessary to play a key role in collaboration with other human services agencies, the school system, community organizations as well as children and families themselves, in the development and implementation of an integrated, prevention focused, comprehensive system of care of which JDRDC services are an integral resource.

The Court Services Director maintains an effective operating partnership with the Clerk to the Court as well as the JDRDC Judges as most major administrative decisions are made collaboratively by Court Services management, the Clerk of the Court and the Judges. In addition, the Court Services Director will be an engaged and collaborative partner with the Commonwealth of Virginia's Department of Juvenile Justice as well as other state organizations.

The Director is responsible for strategic planning and management, operational execution, fiscal management, program planning and evaluation, human resource management and workforce development, contract services management; physical plant management, information systems management, risk and quality assurance, and legal compliance with all applicable federal and state regulations and the requirements of various licensing agencies for all programs and services operated by the department. The successful candidate will have demonstrated ability to provide executive leadership in these areas and the ability to work effectively with the Department of Administration for Human Services and other county administrative support organizations.

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**Fairfax County, Virginia is a diverse and thriving urban county. As the most populous jurisdiction in both Virginia and the Washington metropolitan area, the county's population exceeds that of seven states. The median household income of Fairfax County is one of the highest in the nation and over half of its adult residents have four-year college degrees or more educational attainment. Fairfax County also is home to an extensive commercial office market and is a major employment center.**

**Fairfax County is a great place to work, with a variety of jobs in different fields, great benefits, and an enjoyable working environment.**

Fairfax County Dept of Human Resources  
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Fairfax, VA 22035-0065  
Phone: 703-222-5872  
TTY: 703-222-7314



The successful candidate will demonstrate:

- Commitment to **collaborative leadership** and data-driven, outcome oriented, decision making; will foster transparency in decision making and an atmosphere of trust throughout the agency, the county government and the community;
- The ability to **inspire others** by example to achieve the goals and objectives of the organization, and the broader human services system;
- Exceptional **personal integrity** and a participatory leadership style, appropriately empowering staff and delegating responsibility and authority throughout the organization;
- The ability to **unite the organization** around a common vision; will manage with clarity, honesty, directness and candor as well as reasoned decisiveness as the situation and the role dictates;
- The willingness to be **accessible, engaged, and communicative** at all levels of the organization, with the Juvenile Court Citizens Advisory Board, with local elected officials, with advocacy organizations, contractors, and other local, regional, state and federal partners;
- The ability to lead in a manner so as to effectively **blend new perspectives** with the perspectives of a seasoned, highly experienced staff;
- The ability to integrate and model **new ways of operating** and new initiatives in a manner that inspires staff, customer, and community confidence.

With a constant focus toward “win-win” outcomes, the ideal candidate will be a creative problem-solver, decisive and accommodating, able to build consensus and ensure follow through. In addition, the ideal candidate will have the ability to leverage an approachable communication style with a sound understanding of policy and practices within both the juvenile and domestic relations justice system and the broader human services system.

**Requirements** • Any combination of education and experience equivalent to a master’s degree in social work, psychology, sociology, counseling, criminal justice, or a related field, plus five years of progressively responsible professional experience.

**Preferred Qualifications** • The successful candidate will possess comprehensive knowledge of the theories and practices in the fields of juvenile and domestic justice services; considerable knowledge of the statutes and other administrative rules relating to children; considerable knowledge of Juvenile and Domestic Court practices and procedures; demonstrated experience in the integration of JDRDC services within a broader, prevention oriented, integrated human services system; considerable knowledge of management practices including personnel management, budgeting, budget control and record keeping systems; ability to develop effective working relations with staff, other agencies and professionals; ability to collaborate and work cooperatively with other institutions including schools, law enforcement, purchase of service agencies and governmental bodies; ability to effectively supervise personnel including hiring, training, motivation; and the ability to communicate effectively orally and in writing.

**Special Requirements** • All employment offers are contingent upon the satisfactory completion of a credit check and a criminal background investigation, which includes fingerprinting.

**To Apply** • To apply, visit our Web site at [www.fairfaxcounty.gov/jobs](http://www.fairfaxcounty.gov/jobs). Fairfax County is an Equal Opportunity Employer committed to workplace diversity. To request reasonable accommodation, call 703-222-5872 (voice) or 703-222-7314 (TDD).