



# CITY OF OAKLAND CHIEF OF VIOLENCE PREVENTION



## A TRANSFORMATIONAL LEADERSHIP OPPORTUNITY

The City of Oakland, California, is conducting a search to fill the newly created position of Chief of Violence Prevention. The City of Oakland is looking for an innovative and impactful leader to operationalize a newly created department focused on ending violent crime in Oakland through a public health approach to violence prevention. Specifically, the department will focus on implementing successful community-led violence prevention and intervention strategies, healing trauma inflicted on the community from violent acts, and advancing sustained safety and stability of communities most impacted by violence. The Chief will join an energized executive leadership team committed to providing responsive and professional services to the entire Oakland community.

The newly established Department of Violence Prevention was created to emphasize and elevate community voice and needs in the City's violence prevention effort focused on the dramatic reduction in violence with specific emphasis in domestic violence; commercial sexual exploitation of children; and gun related violence and homicides. The City of Oakland is deliberately striving toward a more peaceful, inclusive, and safer future and the Chief of Violence Prevention will play an integral role in strategizing and realizing a citywide plan of action.

## THE CITY AND COMMUNITY OF OAKLAND

The City of Oakland is dynamic with 50 distinct and eclectic neighborhoods, 17 commercial districts, an increasingly vibrant downtown, a strong economic base, world-class arts and entertainment venues, superior cultural and recreational amenities, and a rich multicultural heritage. Oakland is the eighth largest city in California with an estimated population of 425,195 (2017 U.S. Census Bureau). The city serves as the administrative seat of Alameda County and the center of commerce and international trade for Northern California.

Oakland is one of the most diverse and ethnically integrated urban cities in the nation, with nearly equal representation from African-American, Hispanic and Latino, Asian and Caucasian residents, speaking over 125 languages and dialects, as well as one of the country's largest Lesbian Gay Bisexual Transgender Queer (LGBTQ) communities. Located on the bay, six miles east of San Francisco, it encompasses 56 square miles, with 19 miles of San Francisco Bay coastline to the west and rolling hills to the east.

Oakland's landscape is a picturesque mix of coastline to the west and rolling hills to the east, which provide unparalleled views of the San Francisco Bay. Oakland has more parks and open space per capita than any other city in the Bay

Area. Oakland is at the heart of the East Bay Regional Park District, a splendid system of 65 parks covering more than 119,000 acres and 29 regional hiking trails stretching 1,200 miles in Alameda and Contra Costa Counties. Jack London Square, the waterfront area, and beautiful Lake Merritt are destinations enjoyed by both residents and tourists. Sports enthusiasts enjoy year-round professional events including the Oakland Raiders, Warriors, and A's.

Oakland is a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's fifth busiest container port. The Oakland International Airport is served by 12 major domestic and international airlines. Oakland is home to several corporate headquarters including Clorox, Kaiser Permanente, Pandora, Dreyer's Grand Ice Cream, and Revolution Foods. Many of these corporations are in close proximity to new businesses and various small retail shops that have sprung up in the downtown area. High quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius.

Oakland is enjoying the region's economic boom, which has spurred increased investment, development and building. The former Oakland Army Base is engaged in a \$400 million revitalization and redevelopment process; and \$115 million of new construction and improvements have recently been completed in downtown Oakland. In addition, Coliseum City, a plan to transform the Oakland-Alameda County Coliseum Sports Complex area, is an opportunity to create an international gateway to Oakland that is a destination in itself with hotels connected to the Airport Connector, major retail, other entertainment venues, office buildings and a residential community. In concert with ongoing development efforts, the City urgently strives to maintain a balance between preserving its cultural, historic and ethnic richness and the unintended consequences of gentrification. The City is a regional hub for multicultural arts and boasts one of the largest visual and performing arts communities on the West Coast. Oakland is home to two major historic entertainment venues that anchor Oakland's emerging downtown entertainment district—the Paramount Theatre and Fox Theatre. The City has completed its part in a \$350 million revitalization effort to create a multifaceted government center that links major historical landmarks with new developments. Oakland is a mature city that has been able to preserve its abundant natural beauty and holds a wealth of resources and opportunities.

## DEPARTMENT OF VIOLENCE PREVENTION

The Oakland City Council established the Department of Violence Prevention (DVP) on July 24, 2017 to focus on ending the epidemic of violent crime in Oakland and



healing trauma in impacted communities. The mission of the Department of Violence Prevention is to work directly with victims of violent crime – and those who are most likely to be future victims or perpetrators of violent crime – to dramatically reduce violent crime and to serve communities impacted by violence to end the cycle of trauma. The DVP is established to pursue a public health approach to violence prevention and will focus on the successful implementation of community-led violence prevention.

The City has made significant investments in violence prevention with the approval of the 2014 Oakland Public Safety and Services Violence Prevention Act (Measure Z) that demonstrated the community's desire for public safety to be a top priority. Measure Z currently provides approximately \$27.4 million annually for the Oakland Police Department (\$14.8 million), Oakland Fire Department (\$2 million), \$0.8 million in audit and evaluation and \$9.8 million for Oakland Unite managed by the Department of Human Services. Oakland Unite violence prevention and intervention programs reduce recidivism, retaliatory violence and interrupts the cycle of violence by focusing efforts on the individuals who are likely to cause or be victims of violence. In December 2018, the Oakland City Council approved a two-year spending plan for Oakland Unite that sharpens investment strategies in reducing gun violence, family/domestic violence, and commercial sexual exploitation through direct services and funding to community-based organizations to serve people and families at the center of violence. Prior to Measure Z, similar funding was provided by the voter-approved Violence Prevention and Public Safety Act of 2004 (Measure Y).

To better align, amplify and elevate Oakland's violence prevention efforts, the Oakland City Council created the Department of Violence Prevention. The newly created department is charged with transforming the City's violence prevention efforts into a citywide strategy for non-law enforcement approaches to reduce and sustain violent reduction. In the meantime, the City has engaged Urban Strategies Council, a local nonprofit, to coordinate and facilitate a robust and inclusive citywide community stakeholder engagement and convening process, including a community-based Participatory Research component, that will culminate in a community leadership summit. The themes and recommendations that come out of the Participatory Research process and summit are intended to further inform the planning and implementation of the DVP strategic planning and operations. The DVP FY 2018-19 budget of \$1.1 million includes funding for three positions – the Chief, Deputy Chief and an analyst position.

## CHIEF OF VIOLENCE PREVENTION

The Chief of Violence Prevention is an at-will management-level position reporting to the City Administrator. The Chief is responsible for developing and providing the overall strategic direction toward eliminating violence in Oakland through a public health approach. The Chief manages the day-to-day operations of the department, including direct services and service coordination of nonprofit contracts that may be housed in the department. The Chief is the expert and technical advisor on using a public health and community-driven approach to eliminate violence in just, healing, and transformational ways. The position will closely collaborate with City, County, nonprofit partners and community members to align efforts and sustain a citywide network of violence prevention and intervention services while also identifying and engaging individuals at the highest risk of participating in or being a victim of violent crime and connecting them to comprehensive support services.

### Top Priorities:

- In partnership with community stakeholders, especially those most impacted by violence, service providers, City and County partners, the City Administrator and other key stakeholders, develop and establish the goals, strategies, performance measures, and progress benchmarks to ensure accountability related to citywide violence reduction and healing.
- Conduct robust community and stakeholder engagement and get to know the people and Oakland's rich network of nonprofits doing violence prevention work; review the research and results of the Urban Strategy Council (USC) Participatory Research process and Oakland Unite's two-year spending plan to understand the resources that currently exist, their successes and areas of opportunity.
- Analyze and synthesize the City's current violence prevention strategies and investments, including third-party programmatic evaluations for Oakland Unite and Ceasefire programs, and identify the appropriate best practices to obtain the desired outcomes using a public health approach to violence prevention.
- Become a trusted voice for all community stakeholders including victims of crimes, law enforcement and City Administration.
- Within in the first 6 months, collaborate with invested stakeholders to develop a community-driven citywide



strategic plan of action that brings together internal departments and external service providers to address the issue and includes recommendations for organizational realignment, programmatic recommendations, and funding structure for the next budget cycle with the objective of meeting the City's violence reduction goals.

## IDEAL CANDIDATE

The ideal candidate for the Chief of Violence Prevention will be an outstanding community leader with exceptional people and leadership skills. The ideal candidate will have passion and empathy for those who have experienced violence and hands-on effective experience crafting, implementing, and measuring violence prevention strategies and models. The candidate will have demonstrated experience effecting organizational and systems change and facilitating collaborative and inclusive working environments. The successful candidate will be politically astute, but apolitical, with a high level of sophistication, emotional intelligence, and multicultural competence in working effectively with diverse stakeholders in highly political environments. The successful candidate will possess excellent oral and written communication skills, be quick to understand how to navigate city functions and the department's role within the City. This individual will be a smart, humble, data-oriented and outcome-driven problem solver with an explicit commitment to an intersectional and community-driven approach to violence reduction and prevention.

### The candidate will have:

- A passion for advancing violence prevention solutions within an urban city;
- A demonstrated commitment to community building and engagement; an advocate for the communities' voice;
- Experience working with, or in, a public or government organization serving large complex urban environments and an understanding of working across different public systems including public and behavioral health, and probation;
- An understanding of systemic and institutional racial bias;
- Success in building partnerships within and across public, private, and nonprofit agencies;
- Street savviness with the ability to hold law enforcement accountable;
- Experience developing effective methods of organizational and institutional change;
- Experience operationalizing an organization or department;
- Adept at implementing and achieving solutions that are grounded in data performance metrics and measurable outcomes;
- Sensitivity to the interests of a wide-range of stakeholder groups, strategic partners, elected officials, and administrative colleagues and the ability to manage expectations;

- Organizational and fiscal management skills and noted for transparency, clarity and aligning resources to outcomes;
- A leadership style that is decisive yet flexible and authentic; an effective risk taker with proven mediation skills;
- A set of values characterized by humility, innovation, compassion, collaboration, service excellence, and responsive leadership; and
- Trustworthy, personal and professional integrity, and a sense of humor.

## EXPERIENCE & EDUCATION

*The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.*

### Experience:

Five (5) years of progressively responsible management experience, including two (2) years of supervisory experience, in human services, violence prevention, and/or intervention/reentry programs administration. Experience in public health, trauma informed, restorative, and harm-reducing approaches to violence reduction and behavior transformation is desirable.

### Education:

A Bachelor's degree from an accredited college or university in public administration, human services, health services, sociology, psychology, social work or a closely related field. A Master's degree in a related field is highly desirable.

## COMPENSATION & BENEFITS

The salary for this position is \$140,871 to \$211,306 depending on experience and qualifications.

The City of Oakland also offers an attractive benefits package that includes participation in CalPERS (California Public Employees' Retirement Systems) with a pension formula of 2.5% @ 55 (for Classic PERS members) and 2% @ 62 for new PERS members. Employees currently contribute 8% of pre-tax wages.

## APPLICATION PROCESS

To be considered, please submit your resume and cover letter electronically to [chief.dvp@thehawkinscompany.com](mailto:chief.dvp@thehawkinscompany.com) by **February 22, 2019**. Resumes received by February 22, 2019 will receive first consideration. The position is open until filled.



### THE HAWKINS COMPANY

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*The City of Oakland is an equal opportunity employer, values workforce diversity and seeks to create an environment and culture that embraces employee differences. All qualified applicants are considered in accordance with applicable laws prohibiting*

