



**CITY OF OAKLAND
CHIEF OF
VIOLENCE
PREVENTION
DEPARTMENT**



MISSION STATEMENT

The Department of Violence Prevention (DVP) uses a public health and community-based approach to reduce levels of gun violence, intimate partner violence, commercial sexual exploitation, family trauma associated with unsolved homicides, and community trauma associated with ongoing violence in Oakland. The DVP applies a public health approach to violence prevention and intervention efforts that focuses resources on people, neighborhoods, and times of day that are most likely to be impacted by violence. The department also applies different prevention and intervention strategies based on whether individuals are exposed to violence, at risk for violence, or at the center of violence, and it focuses on increasing protective factors at the family, school, and community levels.

AN IMPACTFUL, TRANSFORMATIONAL LEADERSHIP OPPORTUNITY

The City of Oakland, California, is conducting an executive search to fill the position, Chief of Violence Prevention. The City of Oakland is looking for a transformational and innovative leader to continue building and enhancing the violence prevention work that the department was established to focus on including; the successful implementation of community-led violence prevention and intervention strategies to realize significant reductions in violent crime rates, facilitate the healing from trauma inflicted on the community from violent acts and advance the sustained safety and stability of communities most-impacted by violence. The Chief will join an energized executive leadership team committed to providing excellent services to the entire Oakland community.

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 440,981 (2021 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 Hispanic and Latino,

Asian, African-American, 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. Oakland is located six miles east of San Francisco and encompasses 56 square miles.

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 a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's third busiest container port on the West Coast. The Oakland International Airport is served by 12 major domestic and international airlines. Oakland is home to several corporate headquarters including PG&E, Kaiser Permanente, Clorox, Blue Shield, Pandora, and Ask. Many of these corporations are in close proximity to new businesses and various small retail shops that have sprung up in the downtown area. Oakland is poised to experience continued growth and a corresponding upward demand on city services. High quality educational opportunities abound as six major universities, including UC Berkeley, all are within a 40-mile radius.

DEPARTMENT OF VIOLENCE PREVENTION

The DVP was approved in July 2017 (City Ordinance #13451 C.M.S.). The Chief of Violence Prevention was appointed in September 2019. In July 2020, the staff, the budget, and the contracts were held by the division formerly known as Oakland Unite (OU) which were transferred from Human Services Department into the DVP. The July 2020 date marks the formal sunset of Oakland Unite as a city entity as well as the date that the DVP became fully operational. The DVP has direct service staff that provides life coaching, violence interruption, gender-based violence and family support, and other services, as well as an administrative staff that provides oversight of 60+ grant agreements to community-based organizations and system partners that received \$19,350,000 (\$7,000,000 from the Safety and Service Act of 2014-Measure Z and \$12,150,000 from the General-Purpose Fund and \$200,000 from the Workforce Development Board) in FY 2022-2023. DVP-funded CBO's serve over 7,500 Oakland residents each year with direct support services, and over 12,000 individuals attend community engagement activities such as Town Nights. In FY 22-23, the DVP leveraged an additional \$30,000,000 in philanthropic, state, and federal grants to augment and amplify violence prevention and intervention efforts.

Core Services/Strategies and Partnerships

The DVP carries out three interrelated functions:

- Serves as a funder and grant awards administrator;
- Coordinates violence prevention response services between funded CBO's and systems partners; and
- Provides direct violence intervention services in the areas of crisis response and family coaching

The DVP administers over \$19.35 million in grants to 30+ community-based organizations and more than 60+ grant agreements, including sub-grantees. Additionally, the DVP coordinates the performance of the funded strategies with the following system partners: Highland Hospital, Alameda County District Attorney's Office, Alameda County Public Defender's Office, Alameda County Probation, Oakland Unified School District and Oakland Housing Authority.

The DVP also partners with the following city departments to augment services and leverage resources: Oakland Police Department, Oakland Fire Department, Workforce Development Board, Oakland Fund for Children and Youth, Housing and Community Development, Human Services, Public Works, and Oakland Parks, Recreation and Youth Development departments.



THE DVP TEAM

The DVP team has tripled over the past year and is made up of 48.8 FTEs funded by the City of Oakland's General Fund, and State, Federal and philanthropic dollars. The administrative team is made up of 14.8 full-time employees (FTEs) to support policy and planning, fund development, program implementation, grants management, budget, fiscal, data, evaluation, and research. The direct service team consists of 34 FTE's focused on providing direct services to individuals, families, peers, communities, and schools. The department prioritizes hiring personnel with

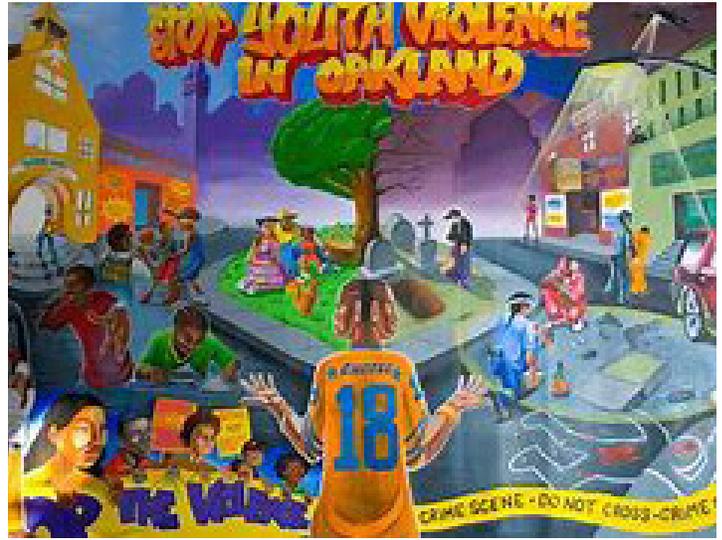
Oakland ties and with "lived experience" as a critical component of city government.

CHIEF OF VIOLENCE PREVENTION

The Chief of Violence Prevention is an at-will management-level position reporting to the City Administrator with day-to-day reporting to a Deputy or Assistant City Administrator. The Chief is responsible for developing and providing the overall strategic direction, management and operations of DVP's programs and initiatives including service coordination through nonprofit contracts; partnerships with community and local stakeholders; guiding citywide gun violence service response; and fund development. 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 collaborate with City and County partners and concerned citizens 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 connects them to comprehensive support services.

Top Priorities including but not limited to:

- In partnership with the City Administrator and other key stakeholders, develop and establish the goals, strategies, performance measures, and progress benchmarks to ensure accountability related to city-wide violence reduction and healing that is wholistic and community centered.
- Conduct ongoing robust community and stakeholder engagement with the city's rich network of non-profits in the community doing violence prevention work; review the research and review the spending plan to understand what resources currently exist.
- Analyze and synthesize the City's current violence prevention systems and investments and their respective ongoing programmatic evaluations for elected officials, oversight commissions, and community stakeholders
- Identify best practices to augment or modify existing approaches to reducing violence using a public health approach.
- Become a trusted voice for all community stakeholders including victims of crimes, law enforcement and City Administration;
- Develop an economic, feasible and sustainable funding plan (that will include benchmarks, accountability standards, and performance metrics) to invest in proper staffing levels.



Specific Duties may include, but are not limited to the following:

- Expand and direct a network of community-based organizations to provide comprehensive, high-quality violence intervention programs for individuals who are most at-risk for engaging in or being victimized by violence or who reside in priority neighborhoods;
- Enhance technical assistance and support programs to support the capacity of the network;
- Direct the strategic work of the department to partner with public agencies, service providers, community members, and other City stakeholders to develop shared priorities and maximize effectiveness of collective violence prevention efforts that align with the department's mission/vision and meet the needs of the affected target population.
- Serve as a facilitator of and liaison for communication between DVP-contracted service providers, city staff, law enforcement, and media regarding service response to group related and/or gun-involved incidents of violence.
- Communicate effectively and passionately with a range of audiences, from community groups to elected officials to media representatives, about the work for the DVP.
- Inform funding priorities and allocations of the DVP based on internal evaluation results and national best practices.
- Solicit and obtain private funding to augment the work of the DVP/
- Serve as a representative for the City at meetings and in public forums to articulate DVP priorities and objectives, and respond verbally or in writing to questions and requests from community members.
- Prepare and/or review reports for the City Administrator, City Council or other audiences; work closely with elected officials, department directors, and outside partners to explain and/or coordinate plans for proposed programs and initiatives.

IDEAL CANDIDATE

The ideal candidate for the Chief of Violence Prevention will be a leader with exceptional people and management 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 affecting organizational and system change and facilitating collaborative and inclusive healthy working environments. The ideal candidate will need to shepherd the department through system level change and cultural change. 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, and 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 an outcome-driven problem solver with an explicit commitment to an intersectional and community-driven approaches 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 community's voice;
- Experience working with or in a public or governmental organization serving large complex urban environments and an understanding of working across different public systems including public and behavioral health, and probation;
- Success in building partnerships across public agencies;
- A street savvy demeanor with the ability to partner with public safety officials and a strong understanding of the work on the ground;
- Experience developing effective methods of organizational and institutional change;
- Skill 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;
- 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
- Trustworthiness, personal and professional integrity, and a sense of humor.

EDUCATION AND EXPERIENCE

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

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.

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.

COMPENSATION & BENEFITS

The salary for this position is \$169,050 to \$253,575 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.

The benefits package includes:

- Dental plan and orthodontics for employee and dependents.
- Vision plan for employee and dependents.
- Health plan fully or partially paid, depending on your plan choice.
- Life insurance.
- Disability insurance.
- Management leave, vacation leave, sick leave and holidays.
- Deferred compensation plan.
- Professional Development Allowance.
- Telecommuting opportunities.
- Automobile allowance of \$350 per month

APPLICATION PROCESS

To be considered, please submit your resume and cover letter with current salary information electronically to 2023chief.dvp@thehawkinscompany.com by **August 28, 2023**. Resumes received by August 28, 2023 will receive first consideration. The position is open until filled.



THE HAWKINS COMPANY

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For additional information or questions, please contact Mr. Todd Hawkins at 213-300-9342, todd@thehawkinscompany.com or Ms. Yonnine Hawkins at 323-252-1655, yonnine@thehawkinscompany.com.

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 discrimination on the base of race, religion, color, gender, age, national origin, sexual orientation, physical or mental disability, marital status or veteran status or any other legally protected status.