



The Thurston County Prosecuting Attorney's Office is seeking a motivated and innovative attorney to serve as
CHIEF CRIMINAL DEPUTY PROSECUTING ATTORNEY

THURSTON COUNTY

Located at the southern end of the Puget Sound, Thurston County is surrounded by a unique beauty found only in the Pacific Northwest. Majestic Mount Rainier and the rugged Cascades are nearby to the east, while Washington's Pacific coastline is just an hour's drive to the west. Thurston County is 60 miles south of Seattle, Washington, and 100 miles north of Portland, Oregon.

Thurston County is home to Washington's state capital, the city of Olympia, along with its neighboring cities of Lacey and Tumwater. The County is now home to about 254,000 residents with approximately half living in the urban tri-city area, while others prefer the smaller cities of Yelm, Tenino, Rainier, Bucoda, or the rural unincorporated Thurston County area.

COUNTY GOVERNMENT

Thurston County employs over 1,000 employees, while operating with an annual budget of \$300 million. The County's organizational structure is comprised of a three-member Board of County Commissioners, 18 separately elected officials and their offices, as well as 8 County departments.

OFFICE OF THE PROSECUTING ATTORNEY

The Prosecuting Attorney is an independently elected county official serving four year terms, the current term ending December 31, 2018. The Office of the Prosecuting Attorney is a multi-mission office serving as the prosecuting authority for all felony and juvenile crimes occurring in all areas of the county along with all misdemeanors occurring in the unincorporated areas of the county. It also serves as legal counsel to county government and its directors and elected officials. Currently, the office is comprised of 32 attorneys and 37 support staff, operating with an annual budget of approximately \$9.2 million.

The Criminal Division consists of five trial teams: General Felony, Domestic Violence, Special Victims, Juvenile, and Misdemeanor. Each team has a Deputy Prosecutor designated as the team leader who reports directly to the Chief Criminal Deputy. In 2016, we estimate the Criminal Division will review about 7,000 referrals for prosecution and file about 5,200 cases.

PROSECUTING ATTORNEY

Jon Tunheim, the current Prosecuting Attorney, is a career prosecutor having first joined the Prosecuting Attorney's Office as a legal intern in 1988 and later appointed as a Deputy Prosecutor in 1990. He has personally prosecuted hundreds of criminal cases, specializing in felony domestic violence, sex crimes, and crimes against children. He served as Chief Deputy from 2003 until his election to office in 2010. In addition to his duties as Prosecuting Attorney, he is very active in the community serving on many boards and committees.

As Prosecuting Attorney, Mr. Tunheim supports an innovative and progressive approach to prosecution, focused on supporting victims, seeking justice, and protecting the community. His servant-leadership style is centered around five core values: excellence, professionalism, teamwork, service and leadership.

CHIEF CRIMINAL DEPUTY

The Chief Criminal Deputy is an executive leadership position serving at the pleasure of the Prosecuting Attorney and is responsible for the day-to-day operations of the Criminal Division of the office. In addition, the Chief Criminal Deputy is responsible to assist with the development and management of the budget, training and mentoring deputy prosecutors, developing policy and procedures, and interacting frequently with law enforcement, media, community groups and members of the public as a representative of the Prosecuting Attorney.

THE IDEAL CANDIDATE

The Chief Criminal Deputy must be an exceptional manager and leader who is able to gain the trust and confidence of the Prosecuting Attorney, understand his vision, and transform that vision into clear and concise goals for the Criminal Division staff. An innovative problem solver who is passionate about the fair administration of justice and high quality public service is ideal. The Chief Criminal Deputy will be part of the management team working to improve and maintain positive employee morale, motivate and inspire employees to maximize their potential, and provide the highest level of service to the community.

Leadership Style

The ideal candidate will be an experienced and savvy prosecutor who is adept in organizational leadership and development. The Chief Criminal Deputy must be able to competently handle high profile or complex cases when asked, while also guiding and mentoring staff throughout the Criminal Division. He or she will collaboratively build strong partnerships with external organizations and stakeholders, especially law enforcement agencies. Exceptional interpersonal skills are essential for this position.

The candidate must be a strategic leader who has the ability to develop long and short-term goals and lead staff toward accomplishing those goals. The ideal candidate will have a team-centered, servant-leader philosophy rooted in a strong work ethic and responsible stewardship of public funds. He or she should be skilled at building relationships, finding solutions, and managing the day-to-day operations of the Criminal Division.

The candidate's management style must be collaborative and willing to roll up his/her sleeves and pitch in if necessary. He/she must be approachable and able to establish an atmosphere of mutual respect, support and cooperation within the organization. The candidate will possess integrity, trustworthiness and must be receptive to new ideas, encourage innovation, and bring energy and enthusiasm to the position.



Education & Experience

- Graduation from an accredited school of law and member in good standing of the Washington State Bar Association.
- At least five years of relevant practice as a criminal prosecutor with three years or more of trial experience and at least two years of significant supervisory experience.
- Must successfully complete criminal background clearance to qualify for access to criminal investigative files and history records.

Knowledge & Skills

- Demonstrated success in prosecuting criminal cases, including trial tactics and strategy along with strong oral and written advocacy skills.
- Well versed in criminal law and procedure.
- Broad knowledge of emerging issues and strategies relating to criminal prosecution.
- Skilled at building and maintaining strong working relationships within the organization and with representatives of other offices, departments, partners and stakeholders.

COMPENSATION

The salary range for this position is \$8,873 to \$11,830 per month. The actual salary will depend on qualifications and experience. Thurston County pays for employees' medical, dental, vision and basic life insurance and pays a portion for dependent coverage. Other benefits include Washington State PERS retirement, 12 paid holidays, paid time off, and employee assistance program. Additional available benefits are voluntary term life insurance, accidental death and dismemberment, flexible spending accounts, and deferred compensation.

TO APPLY

If you are interested in applying for this position, please visit:

www.co.thurston.wa.us/hr/employment.htm

Applications must be submitted through the County's on-line job application system and include an application, resume, list of references, and cover letter.

To be considered for the first round of interviews, application packages must be received by **December 19, 2016**. This recruitment will remain open until filled.

Thurston County is an Equal Opportunity Employer

Thurston County is committed to diversity in employment opportunity. It is the policy of Thurston County to provide equal opportunity to all persons seeking or having access to its employment, services and activities, which is free from restriction based on race, color, religion, national origin, age, sex, marital status, veteran status, sexual orientation or disability. Applicants with disabilities who need accommodation with the application or selection process should contact the ADA Coordinator, Human Resources, at (360) 786-5498 or TDD (360) 754-2933.