



MIAMI-DADE COUNTY DIRECTOR, CORRECTIONS AND REHABILITATION DEPARTMENT



THE COMMUNITY

Located along the southeast tip of the Florida peninsula, Miami-Dade County stretches over 2,000 square miles of diverse and vibrant communities ranging from rural and suburban to urban cities and municipalities. Bound by the Atlantic Ocean and Biscayne Bay to the east, the Florida Everglades to the west, the Florida Keys to the south and Broward County to the north, Miami-Dade County is an ideal place to live, work and play. It is a microcosm of America with a large diversity of languages, foods and cultures.

Miami-Dade County offers year-round warm weather, miles of beaches, and an abundance of family and social activities that include world-class cultural venues, restaurants, golf courses, tennis courts, shopping and three professional sports teams. The County provides quality public and private education and a great variety of colleges and universities. Residents enjoy the benefit of paying no state, county or city income tax.

Voted as one of the healthiest places to live in the country, Miami-Dade County is home to more than 260 parks with 12,825 acres of land. Residents love being fit and have access to all types of water sports and a variety of athletic programs for children and adults of all ages including baseball, soccer, kite boarding, mountain biking, fitness boot camps, paintball, skate boarding and other sports activities. Cultural arts programs are offered for youth to explore and discover their own interests and talents while gaining a deeper appreciation of artistic forms and influences.

Miami-Dade County Public Schools is the 4th largest school district in the nation with more than 80 percent of graduating seniors continuing their education. Miami-Dade County Public Schools employs a staff of 40,000 to educate 345,000 students in 392 schools. A truly global community, district students speak 56 different languages and represent 160 countries.

Miami-Dade County is truly a sports enthusiast community. It is home to the Miami Heat, a professional basketball team which has won three league championships (2006, 2012 and 2013), five conference titles and 11 division titles. The legendary Miami Dolphins, member of the National Football League (NFL), play their home games at Sun Life Stadium. The Dolphins team is one of the oldest NFL franchises in the South. In 1972, the team made the first of three consecutive Super Bowl appearances. In 1973, the Dolphins completed the NFL's only perfect season culminating in a Super Bowl win. Miami-Dade County is also proud to be the Home of the Miami Marlins, a professional baseball team. The Miami Marlins have the distinction of winning World Series Championships in 1997 and 2003 and recently opened a state of the arts stadium with a retractable roof that offers an extraordinary view of the Miami skyline.





MIAMI-DADE COUNTY, THE GATEWAY TO THE WORLD

Miami-Dade County is an ideal destination for visitors. It is accessible to the world through the Miami International Airport (MIA), located on 3,230 acres of land near downtown Miami. Founded in 1928, MIA offers more flights to Latin America and the Caribbean than any other U.S. airport. It is America's second busiest airport for international passengers, and the top U.S. airport for international freight. MIA is a leading economic engine for Miami-Dade County and the State of Florida, generating a business revenue of \$33.7 billion annually and welcoming 70 percent of all international visitors to Florida. MIA's vision is to grow from a recognized hemispheric hub to a global airport of choice that offers customers a world-class experience and an expanded route with direct passengers and cargo access to all world regions.

Miami-Dade County, through PortMiami is known as the Cruise Capital of the World welcoming more cruise passengers to its terminals than any other port of the world. PortMiami is the global headquarters for five leading cruise lines – Carnival Cruise Lines, Norwegian Cruise Line, Royal Caribbean Cruises, Oceania Cruises and its sister company Regent Seven Seas Cruises. Miami's unique geographic position makes the Port accessible to Caribbean and Latin American markets, as well as those of Asia and Europe by way of the Panama Canal. PortMiami is Miami-Dade County's second most important economic engine contributing \$27 billion annually to the local economy and supporting more than 207,000 jobs in South Florida. It is recognized as the *Cargo Gateway of the Americas*.

COUNTY GOVERNMENT

Who are we?

Miami-Dade County, formerly known as Dade County, was created on January 18, 1836 under the Territorial Act of the United States. The County was originally named for Major Francis L. Dade, who was killed in 1835 in the Second Seminole War. The name was changed to Miami-Dade County in 1997 via a referendum. Miami-Dade County is the most populous county in the southeastern United States and the seventh largest in the nation, home to over 2.6 million residents.

Our Structure

Miami-Dade County has operated since 1957 under a unique metropolitan system of government known as a “two-tier federation.” This was made possible when Florida voters approved a constitutional amendment in 1956 that allowed the residents of the County to enact a home rule charter. The County has a regional government with certain powers and service effective throughout the entire county, including its 34 municipalities. It also operates as a municipal government for the unincorporated areas providing garbage and bulky waste pick-up, fire, rescue, and police services among others.

On January 23, 2007, the Miami-Dade County Charter was amended to create a strong mayor form-of-government. The Mayor is elected countywide to serve a four-year term and is limited to two terms in office. The Mayor is not a member of the Board of County Commissioners and serves as the elected head of County government. In this role, the Mayor is responsible for the management of all administrative departments carrying out policies adopted by the Commission.

The Board of County Commissioners (BCC) is the legislative body, consisting of 13 members elected from single-member districts. Members are elected to serve two consecutive four-year terms. The Commission chooses a Chairperson who presides over the BCC and appoints the members of legislative committees.

What do we do? How are we doing?

Miami-Dade County is internationally recognized for its achievement in implementing a results-oriented government culture. The County's Strategic and associated Business Plan are developed with significant input from the community in setting priorities. Plans are developed for all departments outlining projected activities and anticipated results for the fiscal year. The plan and associated budget are adopted by the Board every October. The annual budget represents appropriations for service levels provided to the citizen and public capital investments in the community. For Fiscal Year 2015-2016, the County's adopted budget is \$6.7 billion.

Miami-Dade County has adopted several standard tools to measure success and manage its operations. The balanced scorecards come first, as well as performance measures and regular business reviews to name a few. The balanced scorecard approach to management organizes department objectives into four categories: Customer, Financial, Internal, and Learning and Growth.

Miami-Dade County's workforce is approximately 26,000 employees to provide excellent public services to the residents and further enhance the County as a place where people from all walks want to visit, make their home, and transact their business.



ABOUT MIAMI-DADE CORRECTIONS AND REHABILITATION DEPARTMENT

The Miami-Dade Correction and Rehabilitation Department operates the eighth largest jail system in the country. At any given time, there are approximately 5,000 people incarcerated in four detention facilities awaiting trial or serving sentences of up to 364 days or less: Metro West Detention, Pre-Trial Detention, Training and Treatment, and Turner Guilford Knight Correctional Center. The Department runs a Boot Camp Program for youth offenders and a Work Release Center. Miami-Dade County supports the judicial functions for criminal prosecution and provides for the care, custody and control of individuals who are arrested, as well as offers rehabilitative programs for a successful return to society. Miami-Dade County processes and classifies approximately 80,000 inmates annually; and provides court services, alternative incarceration programs, inmate rehabilitation programs and transportation to courts and state facilities.

With a total budget of \$325 million, the Department works closely with other law enforcement agencies such as Miami-Dade and municipal police departments, judges and judicial staff, and the legal community including the State Attorney's and Public Defender's Offices, private attorneys and bail agencies.

THE POSITION

The Director of the Miami-Dade Corrections and Rehabilitation Department is responsible for over 3,060 full-time employees engaged in various levels of jail detention operations, administration, training, finance, and planning and rehabilitative program services. This includes inmate care, custody and control activities, food service management, monitored release services, pretrial release services, facilities operation and management, internal affairs, professional compliance and accreditation, and coordination of litigation activities. The Director also coordinates the development and implementation of long-term and short-term departmental goals and objectives and coordinates the care and services of the entire inmate population. The Director of the Corrections and Rehabilitation Department is a County employee who is appointed by the County Mayor.

IDEAL CANDIDATE

The ideal candidate must have extensive experience as a correctional leader or senior manager of a large jail system and be a strategic partner to the Mayor and his executive management team. The Director will be charged to develop an organizational culture that fosters innovation, creativity, fairness and continuous improvement. This resourceful, focused and results-oriented leader must bring to the position integrity, credibility, enthusiasm, vision, outstanding communication and interpersonal skills, along with consensus building qualities. The proven leader will understand how public agencies operate, meet state, federal and local mandates, and have significant budget and administrative experience.

MINIMUM QUALIFICATIONS

A Bachelor's degree in Criminology, Criminal Justice, and Public Administration, Business Administration or related field and at least seven years of progressively responsible supervisory and management experience in a large-scale correctional organization is required. The selected candidate must have certification as a law-enforcement officer (Corrections) or obtain the certification within one year of employment.

COMPENSATION AND BENEFITS

Annual Salary Range – \$147,879 to \$262,351. Salary will be determined commensurate with the qualifications and experience of the selected candidate.

Retirement – Employee contributory membership in the Florida Retirement System.

Leave – 80 hours of vacation leave and 96 hours of sick leave are accrued annually.

Other Benefits – Full medical, dental, vision, term life, and disability insurance, 13 paid holidays, and an optional 457 pre-tax savings plan, and flexible spending accounts.

HOW TO APPLY

Apply online to Job Opening 36914 at www.miamidade.gov/jobs, and send resumes to Lee-Ann Dizon, Human Resources Department, 111 NW First Street, Suite 2110, Miami, FL 33128 or e-mail to ldizon@miamidade.gov. For additional information, please contact Ms. Dizon at 305-375-3379 or via e-mail.

Resumes and other information submitted in response to this advertisement are public records pursuant to Chapter 119 Florida Statutes. Hiring decisions are contingent upon results of an extensive screening process to include background investigation, fingerprint check, polygraph examination and pre-employment physical, including alcohol/drug testing.



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