

Snohomish Regional DRUG TASK FORCE



The Snohomish County Sheriff's Office is seeking qualified candidates for the position of Regional Drug Task Force Commander.

Snohomish County

Located in Northwest Washington State, Snohomish County is the third-most populous county in the state, with 800,000 residents. The county is diverse, comprised of dense, urban areas in the south, rural farmland in the north and national forest and state parks in the east. While many residents commute into Seattle for jobs in the tech and aerospace industries, Snohomish County is home to some of the state's largest employers, including Boeing and Providence Regional Medical Center. Snohomish County is home to some of the most spectacular scenery in the world. There are

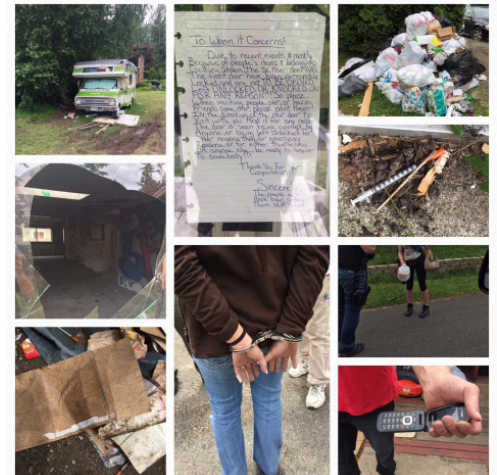


unlimited opportunities for outdoor activities, including fishing, hunting, skiing, and hiking, and enjoying city life, including hockey, baseball, football, fine dining, shopping, arts and entertainment.

Snohomish Regional Drug Task Force

The mission of the Snohomish Regional Drug Task Force is to target drug trafficking to improve the quality of life in Snohomish County communities. The Snohomish Regional Drug Task Force is a multi-jurisdictional unit. The Task Force is funded by state and federal grants and from contributions made by individual law enforcement agencies within Snohomish County. No single agency controls the Task Force, but each assigned employee is an equal in the unit, working as a team towards the unit's goals and objectives:

- To reduce drug trafficking in Snohomish County through investigation, apprehension, and conviction.
- To efficiently attack, disrupt, and prosecute individual and organized mid- to upper- level drug traffickers who do not recognize jurisdictional boundaries or limitations.
- To enhance drug enforcement cooperation and coordination through multi-agency investigations, support,



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training, and the sharing of resources and information.

- To address drug issues through outreach and by partnering with the community we serve.

Task Force personnel are drawn from law enforcement agencies throughout Snohomish County, including the Snohomish County Sheriff's Office, Everett Police Department, Lynnwood Police Department, Edmonds Police Department, Mountlake Terrace Police Department, Washington State Department of Corrections, Washington State Patrol, Snohomish County Prosecutor's Office, Bureau of Alcohol Tobacco and Firearms, Federal Bureau of Investigation, and Drug Enforcement Administration.

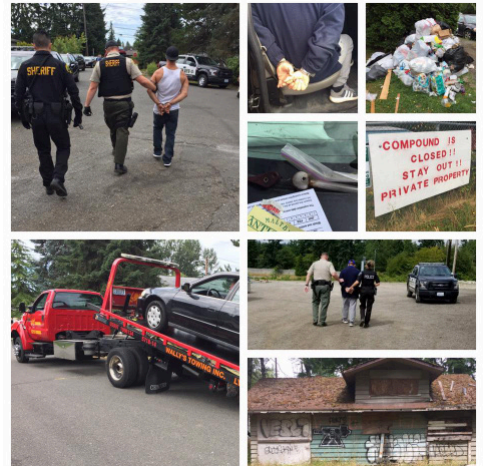
Snohomish County, like the rest of the state and country, has been hit hard by the opioid epidemic. Although it comprises only 10% of the state's population, Snohomish County experiences around 18% of all heroin-related deaths in Washington. In 2016, approximately 1 out of every 6 heroin deaths in Washington State occurred in Snohomish County. The number of opioid-related deaths in Snohomish County is more than two-and-a-half-times the number of motor vehicle fatalities for the past several years.

Duties and Responsibilities

The primary duties of the Task Force Commander are to provide administrative oversight and direct operations, including fiscal, budgetary and administrative responsibilities. This position directly supervises one lieutenant, three sergeants and manages the work of 20 or more personnel, including prosecuting attorneys, under various labor contracts.

The Task Force Commander ensures compliance with Snohomish County grant administration requirements and with local government policies and procedures. The position is responsible for managing a total annual budget of \$4 million from numerous funding sources including grants, federal and local forfeiture, and local and in-kind contributions.

This position recommends policy changes and implements administrative policies and procedures approved by the Task Force Executive Board; interprets and explains orders, policies, practices, procedures and operational information to subordinate personnel, as well as manages and maintains task force resources and records in compliance with applicable grant contract, local, state and federal requirements. This position reports directly to the Snohomish County Sheriff as the chair of the Task Force Executive Board. The executive board is comprised of a representative from each full-time participating local agency, the Everett City Attorney, the Director of Northwest HIDTA, and one Chief of Police from the remaining participating jurisdictions.



Ideal Candidate

Snohomish County is seeking a law enforcement professional with demonstrated leadership and management skills. He or she must have comprehensive technical knowledge of modern investigative techniques and current laws and policies related to controlled substances and search and seizure.

The ideal candidate will have a strong command presence and will enrich the leadership and confidence that currently exists within the Task Force. The Task Force Commander will be the leader of a hard-charging, well-trained dynamic team and must work collaboratively with other agencies and jurisdictions, from local police departments to federal enforcement agencies. Maintaining effective relationships with other task force operations and enforcement agencies in the area including the exchange of intelligence information and coordination of investigations where mutual suspects are involved will be key to success.

The commander is responsible for maintaining liaison with the Task Force Executive and Advisory Boards, Western States Narcotic Information Network, the Snohomish County Drug Intelligence Network, Northwest High Intensity Drug Trafficking Area, and all other task force operations within the county. He or she must be a team player who can work well with leaders from a broad spectrum of the community. Good listening skills and the ability to communicate effectively to a wide variety of audiences is required.

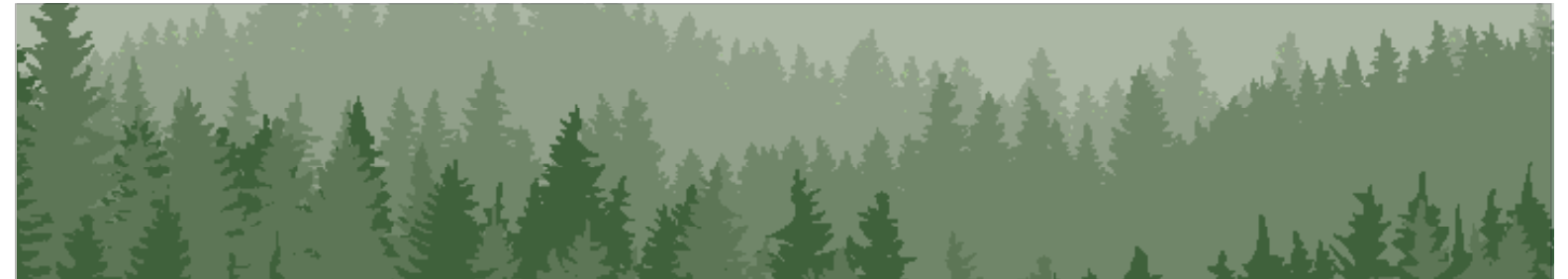
The ideal candidate will be current in national policing principles and have the ability to think strategically about a growing and changing community. He or she will take a proactive approach to police policies and operation and will have competence in data-based decision making to support recommendations and actions.

The commander is expected to become knowledgeable about controlled substance-related legislative issues, labor relations laws and practices affecting law enforcement. Sound budgetary experience with skills to set priorities in the use of limited resources is essential.

Qualifications

The selected candidate will need to successfully complete a comprehensive background screening including a polygraph and psychological examination. Qualified candidates will have knowledge of current principles and practices of modern law enforcement administration and organization; criminal law regarding apprehension, arrest, search, and seizure and rules of evidence; the geographic and demographic





make-up of Snohomish County and its economic and social factors which impact law enforcement. Four-year degree or equivalent preferred. Candidates must have ten (10) years of current full-time commissioned law enforcement experience with no more than one year break in service.

At least five (5) years of work experience dedicated to preparing and implementing law enforcement programs and departmental budgets, with supervision of investigative units involving both civilian and commissioned personnel is essential. Applicants must have the ability to manage and coordinate activities and operations of a multi-agency task force; analyze complex law enforcement problems and make effective decisions during emergency, stressful or unusual high liability situations; establish and maintain effective working relationships with other county officials, other agencies, employees and the general public; perform a variety of administrative functions specifically detailed by the Task Force Executive Board; plan, direct and evaluate the activities of task force members.

Salary Range: \$ 115,526.28 to \$163,241.88

- 1% Deferred compensation match
- Public Retirement Program Options
- Medical, Dental, Vision
- Annual Paid Leave: 25-40 days, dependent on length of County Service
- 11 Paid Holidays

Recruitment Schedule

- Position closes: End of day October 30, 2020
- First review: Week of November 2, 2020

Application Instructions

All applicants must submit an application packet including a resume (three pages maximum), responses to supplemental questions (see below), and a detailed cover letter (two page maximum) that describes your experience, leadership style and why you are interested in the position.

Submit your completed application packet to Alana Nawaa at Alana.Nawaa@snoco.org

Supplemental Questions

Answer each question on one page (maximum) using no smaller than 12 point font with 1" margins

1. Explain how you have used intelligence-led policing to strategically impact crime and make for a safe community. How would you gather data or intelligence to assist these efforts?
2. Explain your experience with regionalized law enforcement. Provide examples of your experience partnering with multiple agencies to amplify the effectiveness of regional law enforcement crime fighting.
3. Describe a situation in which you maximized the work of your team as a leader. Specifically describe your role in the team's success.

For questions regarding the application process email Alana.Nawaa@snoco.org

For questions regarding the position email Mark.Richardson@snoco.org

