



DIRECTOR OF STRATEGY AND ORGANIZATIONAL EXCELLENCE

As a UW employee, you have a unique opportunity to change lives on our campuses, in our state and around the world. UW employees offer their boundless energy, creative problem solving skills and dedication to build stronger minds and a healthier world.

UW faculty and staff also enjoy outstanding benefits, professional growth opportunities and unique resources in an environment noted for diversity, intellectual excitement, artistic pursuits and natural beauty. All of which has allowed the UW to be nationally recognized as a “Great College to Work For” for four consecutive years.

The University of Washington Police Department is a public service dually accredited (CALEA and WASPC) department that provides the overall safety and security of the campus community.

In order to meet the need for a more streamlined support operations services structure to effectively manage the present and future objectives, the University of Washington Police Department has reorganized functions/units to create a Strategy and Organizational Excellence (SOE) division. We have an outstanding opportunity for a **Director of Strategy and Organizational Excellence**. Reporting directly to the Assistant Vice President/Chief of Police, the Director will oversee operational leaders of the bureaus within the division, comprised of Communications & Records, Information Systems and Technology, Strategic Initiatives & External Relations, and Community Protection and Security Services bureaus. The Director serves as the strategic advisor to the Assistant Vice President/Chief of Police.

Internally, with the expectation of heightened EQ and IQ proficiency, this position shall maintain oversight of bureau managers and respective operations within the SOE division. While management is essential to sustain efficient operations, this position shall also be relied upon to be a leader within the division and of the organization. Serving as a member of the four (4) person executive leadership team, this Director will lead senior leaders across the organization to effect positive change and organizational excellence through data-driven decision making. In the same vein, an aptitude to identify as well as exploit opportunities for continuous functional and process optimization is fundamental to the position.

Collaborating with campus partners as well as external stakeholders, the ability to envision and communicate strategy, towards short & long-term objectives is critical to this position. Furthermore, a capability to effectively manage execution of these strategic initiatives shall be vital for continued success of the division, and thereby, the organization.

This position shall be responsible for the Strategy and Organizational Excellence division, which encompasses a bulk of the support operations within the department, ensuring continuity of operations and optimization of law enforcement efforts to reduce crime and the fear of crime on campus while also engaging with the community in a myriad of capacities in striving towards a more perfect model of community policing.

As an integrated champion for and of the community and within the police department, this position shall continually engage with members across the division and collaborate with a myriad of community members and public safety partners to advance the vision of the University of Washington Police Department.

Responsibilities include:

Administration ~ 27%

- Oversee strategic development and operation of the UWPD service delivery and technological infrastructure, focusing on key performance indicators (KPI) to align with the vision, goals, objectives, and risks that inform the investment priorities and growth of the technology infrastructure for the UW Police Department
- Identify common core organizational needs and standardize business practices to align strategic goals
- Provide oversight in information and technology management, design, implementation, and the evaluation of technology and research based initiatives
- Oversee bureau operations and provide insight to bureau leaders
- Maintain efficacious practices and ensure organizational needs remain paramount
- Manage portfolio of division projects and initiatives
- Collaborate with the UWPD executive leadership team and external stakeholders to grow the Information Technology (IT) systems and operations budget to improve ROI and service delivery

Collaboration ~ 21%

- Participate in advisory committees and community events for public safety
- Engage with community members on a broad spectrum of topics around safety and/or the perception thereof
- Identify and leverage opportunities to develop stronger relationships within the community

Optimization ~ 23%

- Identify and address process, workflow, and/or system inefficiencies
- Develop and track optimization efforts to achieve consistent targets
- Ensure lessons learned and best practices documented for posterity

Strategize ~ 29%

- Review and monitor adherence to strategic initiatives
- Align departmental trajectory to strategic vision and mitigate risk factors
- Develop solutions for initiatives on the horizon as well as prepare for the unforeseen
- Utilize innovative approaches to provide technological advisement to the department and university community

Responsible for supervision over bureaus and related personnel within the Strategy & Organizational Excellence Division, which includes Communication & Records, Information System & Technology, Strategic Initiatives & External Relations, and Community Protection & Security Services bureaus.

Requirements include:

- Bachelor's Degree in Information Science/Management, Computer Science, Business or Public Administration, or related field.
- Minimum of 8 years of project management and/or implementing strategic initiatives within an organization
- Must have understanding of information and technology management, design, implementation and the evaluation of technology and research based initiatives
- Must have established track record of successful implementation of strategic initiatives within/across organizations
- Must possess a technical aptitude for innovation and ability to manage change
- Must be able to effectively communicate with a broad spectrum of individuals, both verbal and written
- Adept knowledge of organizational innovation as it pertains to feasibility, desirability, and viability in relation to people, processes and technological ecosystems.
- Functional skills in building frameworks for engaging and leveraging sociotechnical capital to improve team collaboration and service delivery
- Must have a working knowledge of community policing

Equivalent education/experience will substitute for all minimum qualifications except when there are legal requirements, such as a license/certification/registration.

Desired:

- Master's degree
- Experience in law enforcement industry, specifically campus policing
- Embody a passion to engage with the community and collaborate with stakeholders
- Exhibit emotional intelligence

Conditions of Employment:

- Candidates shall undergo a comprehensive background investigation, to include Polygraph Examination & Psychological Evaluation.
- For this position, it is expected that the incumbent adequately perform the following: Reading, writing, critical analysis & reasoning skills, eye-hand coordination, active listening, effective verbal communication, observing, digital communication, interaction with general public, and working inside & on-the-go (when safe to do so).

ENVIRONMENTAL CONDITIONS:

- Working inside/outside
- Working flexible hours, as needed.

Appointment to this position is contingent upon obtaining satisfactory results from a criminal background check.

As a UW employee, you will enjoy generous benefits and work/life programs. For a

complete description of our benefits for this position, please visit our website, <http://hr.uw.edu/benefits/wp-content/uploads/sites/3/2017/06/BAAG-Acad-Prof-Librarian.pdf>.

TO VIEW THE POSTING IN ITS ENTIRETY AND TO APPLY:

- visit www.uw.edu/jobs
- click FIND A JOB
- search for Req #152797

Please be prepared to submit responses to the following questions:

***Supplemental Questions Assessment:** Answer the following questions in a narrative format from a supervisor's perspective, not to exceed one typed page response per question:

- What do you see as the biggest challenge(s) facing the Director of Strategy and Organizational Excellence at UWPD? Provide example(s) and describe how you would overcome the challenge.
- What is the role of the Director of Strategy and Organizational Excellence at UWPD in getting the organization from good to great?

The application process for UW positions may include completion of a variety of online assessments to obtain additional information that will be used in the evaluation process. These may include Work Authorization, Criminal Conviction History, Cover Letter and/or others. Any assessments that you need to complete will appear on your screen as soon as you select "Apply to this position". Once you begin an assessment, it must be completed at that time; if you do not complete the assessment, you will be prompted to do so the next time you access your "My Jobs" page. If you select to take it later, it will appear on your "My Jobs" page to take when you are ready. **Please note that your application will not be reviewed, and you will not be considered for this position until all required assessments have been completed.**



The University of Washington is a leader in [environmental stewardship & sustainability](#), and committed to becoming climate neutral.

[The University of Washington is an equal opportunity, affirmative action employer.](#) To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 / 206-543-6452 (tty) or dso@uw.edu.