

REGIONAL CRISIS RESPONSE AGENCY

invites your interest
in the position of

EXECUTIVE DIRECTOR

Annual Salary Range:

\$124,958 – \$161,239

Plus Excellent Benefits Package

**Application Deadline:
Open Until Filled**



THE COMMUNITY

The cities of Bothell, Kenmore, Kirkland, Lake Forest Park, and Shoreline are located on the northern shore of Lake Washington with views of the Cascade and Olympic mountain ranges. These five cities each range in size but have a collective population totaling nearly 237,000.

THE REGIONAL CRISIS RESPONSE AGENCY

The The Regional Crisis Response (RCR, pronounced 'racer') Agency is a newly formed, collaborative effort among the north King County cities of Bothell, Kenmore, Kirkland Lake Forest Park, and Shoreline to provide standardized regional mobile crisis response services. The new RCR Agency consolidates and expands the service provided currently by the successful North Sound RADAR Navigator and Kirkland Community Responder programs. The RCR Agency offers a person-centered approach that focuses on compassionate and immediate crisis response, de-escalation, resource referral, and follow-up tailored to the specific needs of those with behavioral health challenges.

Without mobile crisis response services, law enforcement, fire, and emergency medical services (EMS) typically respond to 911 calls about community members in crisis. The five-city coalition that formed RCR did so in part to reduce any over-reliance on traditional public safety response to behavioral health calls by providing an alternative – Crisis Responders (CRs). These Mental Health Professionals are available to respond with police* to behavioral calls routed through 911 or 988. The Responders will have their own radios and arrive at the scene in their own vehicle. Once on scene, they coordinate with other first responders to determine what type of response fits best for the unique situation at hand. The five cities have set a goal to work with 911 dispatch centers and the new 988 crisis hotline call center to ultimately be able to directly dispatch CRs, when appropriate and safe to do so, without police.

*CRs will also respond with firefighters/EMTs in the future.

MEMBER AGENCIES INCLUDE:

RCR is governed by all five cities with City of Kirkland serving as the fiscal agent. The Executive Director will be an employee of the City of Kirkland and will be appointed by and report to the RCR Executive Board.



INITIAL PRIORITIES

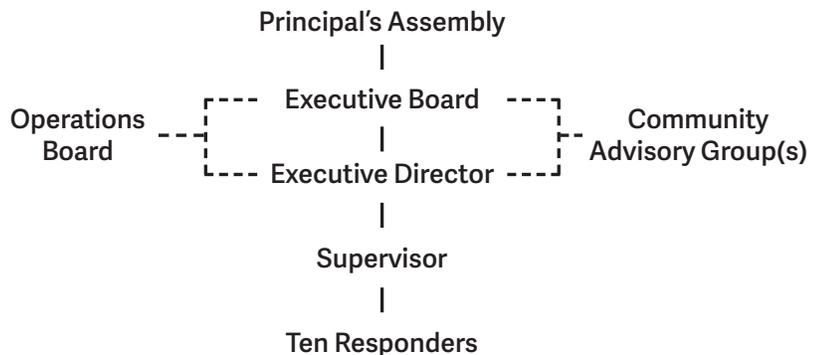
The newly formed RCR agency is looking towards its first year of operations with energy and enthusiasm! Priorities include filling all budgeted 13 FTE positions; on-boarding and team building between the former RADAR Navigators and Community Responders; and establishing a rhythm of day-to-day operations that can eventually scale to 24/7 hours of service. Other operational priorities include establishing a long-term headquarters location and data management system that can coordinate with other first responders and, eventually, the new 988 crisis hotline. RCR will need to recruit and appoint individuals to the two advisory groups and support the first convenings of the principle's assembly, in addition to other stakeholder engagement efforts with community groups, other first responders, and the upcoming North King County Crisis Stabilization Clinic.

RCR is forming during a time where many neighboring cities and jurisdictions are exploring the feasibility of creating their own mobile crisis teams. It is possible the agency will need to prepare for the addition of new members after the first year of operations. Determining the appropriate staffing levels and methods for member agency financial contributions will be key in planning to scale effectively while maintaining levels of service. This will likely involve selecting and implementing a database to track calls for service by member agency.

The multi-year roll-out of the new crisis hotline 988 will also impact how RCR responders serve the public. RCR will need to develop partnerships with all centers of dispatch and support the process of adapting dispatch protocols that leverage this new cache of first responders – Crisis Responders.

Once fully established and operational, the Executive Director is responsible to ensuring on-going operations of the agency, including ensuring the agency is following best practices, securing grant funding when available, soliciting new members, and maintaining relations with regional partners.

Regional Crisis Response Agency - Organizational Chart



EXPERIENCE AND EDUCATION

Master's degree or further advanced degree in social work, sociology, psychology, counseling, public administration or related field from an accredited college or university. Five+ years of leadership, supervision, program management and administration experience, including proven track record of managing budgets, grants and large data sets and leading a team that is simultaneously working on multiple policy and planning projects. Five+ years of experience leading and managing a behavioral health, social, and/or human services program or similar work. Three to five years of experience in the delivery of social or mental health services for persons with apparent behavioral health issues, substance abuse and/or developmental disabilities. Familiarity and experience working in a crisis response setting.

COMPENSATION

The Executive Director has an annual salary of \$124,958 - \$161,239. The City of Kirkland, as the fiscal agent for RCR, offers an attractive benefits package including:

- Medical/Dental/Vision coverage for employee and dependents
- City paid free Employee Health Clinic
- Health Reimbursement Arrangement (HRA VEBA)
- Flexible Spending Account
- City paid Basic Life Insurance (\$250K cap up to \$350K with evidence of insurability)
- Option for additional Voluntary Life Insurance (Guaranteed for new hire coverage \$100K)
- PERS State Retirement Program
- Municipal Employees' Benefit Trust (MEBT)
- Missionsquare Retirement Trust
- Vacation – 104 hours per year accrued monthly
- Sick – 8 hours per month
- Holiday – 12 days per year (including one floating holiday)
- Management Leave – 40 hours per year
- Employee Assistance Program
- Wellness Program (including free on-site workout facility)
- Community Service Day (day off for community volunteer service)

CANDIDATE PROFILE

The Executive Director plans, directs, oversees, and evaluates the day-to-day operations of the RCR agency on behalf of the RCR Executive Board. Essential functions include representing RCR to the Executive Board, Advisory Groups, and other interested parties, developing a recommended program budget, managing grants, and directing the work of agency employees. The position also collaborates with the advisory groups to provide policy recommendations to the Executive Board and fosters an agency culture that is committed to advancing principles and practices of equity and anti-racism.

The ideal candidate is a thoughtful leader, a strong public administrator, and eager to take on the challenge of building a new agency from the ground up. They demonstrate commitment to building an inclusive organization and passion for working in the emerging field of crisis response to serve those experiencing behavioral health challenges. Important attributes include being a strategic thinker in a political landscape, ability to make timely and informed decisions, an effective writer and communicator, and comfortable speaking to community groups, elected officials, the media, and first responders.



APPLICATION AND SELECTION PROCESS

Visit www.kirklandwa.gov/Government/Work-at-the-City

All applications will be reviewed and screened based on the qualifications and requirements outlined in this request. Interested applicants must submit a packet to include a resume, responses to supplemental prompts below, and a cover letter detailing your experience, leadership style, and why you are interested in the Executive Director position. Applications will be accepted until the position is filled.

SUPPLEMENTAL PROMPTS

1. Describe your direct experience working with an Executive Board and/or community advisory boards and multi-disciplinary committees.
2. Describe a new and innovative program you have led in a previous role.
3. What your unique qualifications and experience will bring to the RCR Agency.

