



City of Savannah

Invites your interest in the position of
**Neighborhood Safety and
Engagement Director**



Recognized as one of the “World’s 30 Friendliest Cities,” Savannah’s accolades include:

- "The South’s Best Cities 2023" (#2) Southern Living, April 2023
- "15 Favorite Cities in the U.S. of 2023" (#4) Travel & Leisure, July 2023
- “25 Best Weekend Getaways in the South” (#1) Travel & Leisure, January 2023
- Environmental Impact Award, Pratt Industries, October 2023
- “The Best Cities in the US:2023 Readers’ Choice Awards” (#5) Condé Nast Traveler, October 2023
- “Travelers’ Choice Award” (Olympia Café) Tripadvisor, January 2023
- Government Finance Officers Association (GFOA) Distinguished Budget Presentation (40th award), 2023
- Arbor Day Foundation Tree City USA (38 years) 2023
- "Best Airports in the U.S." (#1) Condé Nast Traveler, 2023
- “Top 25 Cities for Retirees” Forbes, May 2023

The City of Savannah's Office of Neighborhood Safety & Engagement (ONSE) seeks a forward-thinking leader as its next **Neighborhood Safety and Engagement Director (ONSE Director)**. This position provides leadership, daily management, oversight, and coordination of the Office of Neighborhood Safety and Engagement. The **ONSE Director** is responsible for increasing public safety through the coordination of violence prevention and intervention strategies utilizing a public health approach and engaging the government and community to prevent violence among youth and young adults.

The next **ONSE Director** must be knowledgeable of principles and best practices in violence prevention and intervention, specifically public health, trauma-informed, harm-reducing, restorative approaches toward community healing, engagement, and empowerment. Successful candidates **must** have experience engaging with volatile situations. Highly effective problem solvers with experience in mediation and negotiation strategies are sought for this position. The **ONSE Director** is articulate and confident in communicating the mission, responsibilities, and outcomes of the ONSE to public officials and other key stakeholders.

Savannah’s next ONSE Director will be known for their leadership, staff training, and development skills. This Director will passionately lead a new team of seven staff in a team-based office environment and effectively oversee the management and implementation of the Office's violence prevention, intervention, redirection, and long-term progression efforts and services. The ONSE's three-pronged approach to violence prevention and intervention includes community, school, and hospital-based strategies.

About the Organization, Department. and Position:

The City of Savannah operates under a Council/Manager form of government with a [budget of \\$560M](#) and over 2500 employees working across 26 departments. A citywide leadership initiative and a cohesive management plan that maximizes collaboration and interdepartmental resources support the city's budget priorities.

The Office of Neighborhood Engagement is a City of Savannah team dedicated to reducing gun and other violence among youth and increasing neighborhood safety through a collaborative, community-wide approach. The Office works with concerned citizens and partners to implement community-wide crime reduction strategies and identify and connect high-risk youth to support services. The Office’s prevention efforts include community outreach, education, and engagement focused on preventing violence and crime. Intervention efforts involve interrupting and de-escalating violence among young people when it occurs. ONSE is passionate about redirection and progression for youth. Through strategic efforts and community partnerships, ONSE connects young people to opportunities and support that can help define a new purpose and move them toward positive outcomes while providing ongoing support.

The ONSE rapid response team directly engages with those involved in a critical incident, including the family, hospital staff and administration, community partners, etc., while utilizing de-escalation methods within the community to promote stability and peace. The violence prevention team works directly with youth, both high-risk for violence and those coming out of the juvenile justice system, to keep youth free from violence, tracking and analyzing data on juvenile violence to drive future goals and objectives.

The **ONSE Director** plans, organizes, manages, and directs staff and the activities of the ONSE, including work program development and management, service coordination through nonprofit contracts, partnerships with community and local stakeholders, guiding gun violence intervention response, and evaluating and reporting on progress to public officials and other stakeholders. The **Director** also develops, directs, and coordinates a network of community-based organizations to provide comprehensive, high-quality violence intervention programs for youth and young adults most at risk for engaging in or being victimized by violence or who reside in priority neighborhoods.

The **Director** works hands-on to identify youth and young adults who pose a high risk of participating in, or being a victim of, violent crime and recruit and engage them in programs that are designed to discourage violence while also addressing mental and behavioral health, counseling, mediation, and personal advancement needs of participants. The next **ONSE Director** intentionally develops relationships and partnerships with public agencies, service providers, community members, and other City stakeholders to develop shared priorities, maximize the effectiveness of collective violence prevention efforts, facilitate information exchange, and address the specific needs of at-risk/high-risk individuals.

This leader will be tasked with developing performance measures and various scorecards to assess services, consistently evaluating department, grantee, and partner outcomes, and working closely with independent evaluators to assess program effectiveness and modify strategies based on findings. The **ONSE Director** serves as facilitator and liaison for communication between contracted service providers, law enforcement, and City staff regarding responses to gun-involved incidents.

Key Position Priorities:

- Thoroughly evaluate the department, its services, and functions and effectively lead, supervise, empower, and mentor staff while retaining and enhancing the team-based culture and holding staff accountable to measurable goals and departmental and organizational priorities.
- Demonstrate a commitment to employee development, training, and wellness to ensure employee satisfaction, quality service delivery, and alignment with the department's violence reduction model.
- Ensure the department is proactively positioned with adequate policies and procedures to successfully respond to and engage in a volatile situation when law enforcement has given clearance.
- Develop a technical assistance and support program to enhance the capacity of the office's network, establish protocols that ensure consistency and transparency, and prioritize the well-being, safety, and support of program participants.





Qualifications:

A bachelor's degree in public administration, human services, health services, sociology, psychology, criminal justice, social work, or a closely related field, **plus** a minimum of three years of full-time experience in a similar senior-level management position providing program development and statistical analysis in applied crime reduction, public health-based approaches to violence reduction, or deterrence of violent criminal behavior **is required**. Master's Degree *preferred*. **Must** possess and maintain a valid state driver's license with an acceptable driving history.

The Successful Candidate is:

- knowledgeable of the following:
 - federal and state violence prevention/public safety efforts and regulatory frameworks;
 - comprehensive support service provision to traumatized, marginalized, and criminalized populations;
 - community issues in urban environments that contribute to violent crime;
 - principles and best practices related to effective community and youth engagement, which lead to empowering neighborhoods to become partners in addressing neighborhood/community issues;.
- effective in building positive contacts and relations with community-based organizations to develop and implement violence prevention programs and strategies with a primary focus on neighborhoods with individuals most at risk of participating in or being a victim of violent crime;
- skilled in budget development and administration, including multiple funding streams from federal, state, and local sources;
- organized and utilizes project management best practices and methods, including goal setting, program development and implementation, and tracking and measuring outcomes, preferably with experience in a public-sector setting and demonstrates skills necessary to direct and coordinate multiple projects and activities that require a variety of functional specialties with overlapping work areas;
- familiar with techniques and oversight of fundraising, grant development, grant contracts, and outcome tracking;
- skilled in research methodology, report writing, basic statistics, and their application;
- confident in their ability to use computers, software applications, and other office equipment;
- a collaborative professional who effectively cultivates partnerships across public, private, and community sectors to achieve collective impact;
- one who works independently with minimal supervision and exercises sound judgment in an environment of competing, urgent priorities and public scrutiny;
- an impeccable communicator who communicates effectively and persuasively in both oral and written format; and,
- comfortable negotiating and administering a variety of contracts.

About The Community:

As America's first planned city, Savannah boasts historic architecture, luxurious parks, and a government culture that aims to build upon its early success in providing superior planning, infrastructure, and services for its citizens and visitors. In addition to its assets as a city, Savannah offers great weather, nearby beaches, and a tradition of hospitality and cultural offerings. Savannah is home to a vibrant arts and cultural scene that hosts over 200 festivals each year focused on various themes, including music, food, and film. A growing Savannah Music Festival has garnered international acclaim as performers from Savannah and worldwide showcase talent in different musical genres. The city is committed to promoting numerous festivals and special events throughout the year and is particularly known for its St. Patrick's Day celebration.

Savannah's warm weather allows participation in outdoor activities year-round. The city has more than 100 public recreational neighborhood parks, 13 swimming pools, more than 70 athletic fields, more than 75 basketball courts, 50 tennis courts, 2 public golf courses, and a marina. Savannah offers marinas throughout the 420 miles of navigable waters and 87,000 acres of tidal marshland, as well as the Intercoastal Waterway for boating, fishing, and swimming enthusiasts. Tybee Island is Savannah's public beach, approximately 20 minutes east of downtown.

Savannah has a diverse economy consisting of manufacturing, one of the fastest-growing seaports in the nation, tourism, regional medical services, and the military. Retail and service businesses are also essential factors. Savannah is a splendid spot for sightseeing with its well-preserved history, fascinating architecture, natural beauty, unique squares, and mild climate. The city boasts the nation's largest National Historic Landmark District.

The City of Savannah is a wonderful community for your next career move. It's earned reputation and accolades include the following:

- Voted one of "The World's 30 Friendliest Cities" and the fifth "Best Small City in the United States" according to Condé Nast Traveler's Reader's Choice Awards.
- "One of the best employers and top local government in the State of Georgia" – Forbes, 2019.
- "Top 10 Most Beautiful Places in America" - USA Weekend Magazine.
- "World's Top Ten Trendy Travel Hot Spots" – New York Times
- "Top 10 U.S City to Visit" - Conde Nast Traveler.
- Southern Living placed Savannah second on its "Best Southern City" list.
- called the city one of the "Top 25 Places to Live and Work" - Outlook Magazine.

With over 146,000 year-round residents, the population of Savannah also includes the students of four colleges and universities offering bachelor's, master's, and professional or doctoral degree programs: Georgia Southern University- Armstrong Campus, Savannah College of Art and Design (SCAD), Savannah State University, and South University. With six distinct historic districts, coastal beaches, and a globally recognized food and art scene, tourism is a significant economic driver, with over 14.5 million visitors in 2018. Home to the Port of Savannah, nearby Fort Stewart–Hunter Air Base, International Paper, Gulfstream Aerospace, Titlemax, and others, Savannah's economy is diverse and robust.





Salary and Benefits:

The hiring range for this position is \$100,000.00 to \$115,000.00 with an additional performance-based bonus (\$4000 upon hire, \$4000 at six months and \$4000 at 12 months). Savannah offers a comprehensive benefits package, including health insurance, retirement options, and relocation expenses, which can be found [here](#).

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Neighborhood Safety and Engagement Director – City of Savannah, GA** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **September 26, 2024**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **October 22 - 23, 2024**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct all *inquiries* to hiring@developmentalassociates.com.

The City of Savannah, GA, is an Equal Opportunity Employer. Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/> and scroll down to "Important Information for Applicants."

