Mayor's Office of Neighborhood Safety and Engagement

Position: Associate Director of Gun Violence Prevention

Reports to: Chief of Staff

Job Summary

The Associate Director will be responsible for designing, staffing and overseeing a dedicated team of gun violence prevention professionals tasked with creating the cross-systems partnerships needed to deliver on the Mayor's vision. In doing so, the Associate Director will be given broad authority to ensure that the city's ongoing programs, such as Safe Streets, are appropriately resourced and supported; that all appropriate city agencies and partners, including Safe Streets and Roca, are aligned and coordinated under a robust Group Violence Reduction Strategy (GVRS); and to provide thought leadership in marrying GVRS with a broader agenda, addressing the social determinants of health, needed to sustain gun violence reductions and promote community equity.

The ideal candidate has experience working within multi-sectoral partnerships and possesses exceptional leadership and facilitation skills. In addition, the ideal candidate possesses significant project management experience with community-based organizations and agency partnerships and has excellent public presentation skills.

Key Responsibilities

- Assess and advise on the resource needs in fully supporting the Office's ongoing efforts through Safe Streets as well as upcoming needs through the launch of GVRS; and build a professional, high-performing team to achieve the Mayor's gun violence prevention goals
- Support the successful launch and scale of GVRS as the city's flagship strategy to achieve rapid and substantial reductions in homicide and gun violence and to enhance and coordinate city agency and community co-production of public safety
- Advise city leadership on immediate-, short- and long-term priority setting in order to develop and support a sustainable, culturally competent service ecosystem for high-risk individuals.
- Staff and build out a coordinated shooting response protocol in conjunction with a variety of law enforcement, community and service partners
- Coordinate engagement with relevant research experts within the fields of juvenile justice, criminal justice, gun violence prevention, youth development, and public health. Utilize public health and criminal justice research and data (and related science) to identify root causes and the most demonstrably effective strategies toward prevention and intervention efforts
- Work with the Office of Performance Management and Innovation to determine goals, benchmarks, and performance measures to ensure accountability

- Monitor public safety data and enlists stakeholder feedback to assist in performance-based strategic planning and program direction
- Liaise and consult with a variety of high-level officials, representatives of local, state and federal agencies, constituent groups, task force groups, religious institutions, as well as nonprofits, professional, and service-oriented organizations to advocate for commensurate and consistent funding towards citywide gun violence prevention efforts and to facilitate their implementation
- Oversee and supervise a team of staff, and provide leadership, supervision and guidance to subordinate staff by establishing work standards, objectives and goals; evaluating subordinates activities and work performance; and interviewing candidates for position vacancies
- Work to identify and leverage program resources, including grants and philanthropic opportunities, to support gun violence prevention goals and activities
- Make recommendations to City Hall regarding laws, policies, and procedures relevant to gun violence prevention

Qualifications/Skills

Knowledge of

- Principles and practices of gun violence prevention strategies and interventions
- Public health and criminal justice policy and initiatives toward the reduction of gun violence
- Techniques for working with and engaging community groups
- Goal-oriented facilitation across various stakeholders

Ability to

- Work effectively with diverse community groups
- Encourage and leverage different perspectives, wisdom and experience of high-risk individuals
- Develop, identify and analyze inclusive solutions that empower non-law enforcement partners in addressing the co-production of public safety
- Identify defects or weaknesses in the analytic work performed by officials responsible for the development of regulations and standards

- Bachelor's degree in social work, urban planning, criminal justice, public health or other related field and/or a minimum of ten (10) years in program management and oversight, including three (3) years, providing senior-level management in applied gun violence prevention strategies
- Supervisory experience is required
- Excellent written and verbal communication skills
- Track record of delivering results in a high-pressure environment with multiple workstreams
- Proven ability to effectively manage crisis situations
- Direct experience working with senior leaders in government, private sector, community-based agencies, social service professionals and academicians
- Ability to thoughtfully communicate with and respectfully engage diverse stakeholders around a shared vision for achieving results

- Ability to work effectively with a broad variety of partners, including grass roots community leaders, social service organizations and law enforcement personnel
- Financial and budget management experience is preferred
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About the Mayor's Office of Neighborhood Safety and Engagement

Our Mission

Guided by the Mayor's vision for Baltimore and rooted in a holistic approach to neighborhood health and safety, the Mayor's Office of Neighborhood Safety and Engagement (MONSE) empowers community partners and city agencies to play a more active role in the co-production of public safety and prevention of violence through an equity-based, healing-centered, and trauma-informed approach for the benefit of all Baltimoreans.

Our Guiding Values

In everything that it does, MONSE is committed to upholding its core values of being:

- *Equity-based.* Focused on promoting justice in reducing disproportionate negative impacts of current and future policies and practices.
- *Healing-centered.* Preventing violence must be paired with repairing harm.
- *Trauma-informed.* Based on understanding and integrating knowledge about the causes and consequences of trauma.
- *Justice-oriented*. Real justice is about more than punishment; it is also about restoration, renewal, and healing from past harms.
- *Partnership-based*. Just as violence is intersectional, so must the solutions, relying on cross-system partners and partnerships.
- *Transparent.* Strong partnerships require trust; and trust demands transparency and accountability.
- *Data- and research-driven.* Relying on data and the best available experimental and experiential evidence to guide decision making.
- *Results-oriented.* Devoted to delivering impact.