Mayor's Office of Neighborhood Safety and Engagement

Position: Deputy Director of Group Violence Reduction Strategy

Reports to: Associate Director of Gun Violence Prevention

Job Summary

The Deputy Director of Group Violence Reduction Strategy is responsible for the design, development, implementation, scale and maintenance of Baltimore's focused deterrence strategy. This role is critical in reducing gun violence, while simultaneously increasing law enforcement clearance rates. The Deputy Director will be responsible for overseeing the strengthening and coordination of wrap-around services and support for high-risk individuals, ensuring the authentic participation of directly impacted community members, in GVRS operations and governance, and ensuring that strategy partners' focus and efforts are carefully coordinated around high-risk individuals and groups. The ideal candidate has experience working within multi-sectorial 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

Management, Oversight, and Coordination

- Serve as the primary liaison between the Mayor's Office, the Baltimore Police Department, the State's Attorney's Office, support and outreach and community partners to coordinate the City's primary violence reduction strategy.
- Supervise dedicated GVRS staff in City Hall, to include a Service Partnership Manager and Community Partnership Manager.
- Support and facilitate regular management and performance review meetings specifically oriented to support the strategy.
- Work closely with funders, the City of Baltimore's Bureau of Procurement, the Bureau of Budget and Management Research and others, as appropriate, to manage grants and contracts related to service, research and training partners.
- Manage contracts and apply for grants in support of the strategy.
- Conduct regular site visits to review progress and identify barriers.
- Proactively cultivate relationships with City, community and service partners
- Ensure fidelity to information sharing and coordination protocols and procedures within and between city agencies, support and outreach and community partners.
- Coordinate and manage inter-agency working group(s) of law enforcement agencies, community leaders including clergy and service outreach, and service providers.
- Ensure consistent attendance and full participation.

- Work with staff and relevant partners to set manageable, goal-oriented agendas for meetings.
- Facilitate working group meetings; co-facilitate as appropriate.

Resource Deployment and Tracking

- Coordinate and leverage resources across committed partners to conduct call-ins, custom notifications, mediations and related components of the GVRS communication strategy.
- Work with relevant stakeholders to develop and vet participant lists, de-conflict, and ensure participant lists remain up to date leading up to the call-in or notification.
- Coordinate and manage tasks and logistics in the week(s) preceding call-ins and related communication efforts.
- Ensure follow-through plans are in place amongst law enforcement response, community outreach, and service provision.
- With the Community Partnerships Manager, ensure that the community "moral voice" is effective directed towards the individuals and groups most involved in gun violence, in such a way that builds police-community relationships,
- With the Service Partnerships Manager, oversee direct communication and follow-through with highest risk groups and individuals, and ensure effective supports and opportunities are provided to GVRS participants that focus initially on building trust relationships and reducing risk of harm (violent victimization and re-incarceration) as well as access to trauma-informed services, social supports, longer-term employment and education opportunities.
- Help ensure law enforcement actions are used as a last resort, are specifically focused on disrupting violent conflicts and cycles of retaliation and seek to apply the principles of procedural justice.
- Coordinate with law enforcement partners to ensure real-time intelligence regarding group violence dynamics and geographic patterns of violence is maintained.
- Manage data collection to monitor and evaluate implementation.

Evaluation

- Serve as City lead and primary liaison on all internal and external efforts to assess and evaluate the overall performance of the strategy.
- Work with relevant partners to collect pre- and post-data on patterns of violence and participant recidivism.
- Oversee efforts to maintain detailed records of key decisions and implementation milestones, including direct communication efforts, service uptake, enforcement operation results, relevant activities of partnering agencies, etc.
- Supervise the Service Partnerships Manager and Community Partnerships Manager in relevant data collection and evaluation work.

Qualifications/Skills

- Bachelor's degree and/or five (5) years' experience in social work, urban planning, criminal justice, public health or other related field.
- Minimum of five (5) years in program management and oversight, including three (3), providing senior-level management in applied violence reduction strategies including direct experience working with law enforcement, street outreach, reentry services and workforce development.
- Excellent communication skills (written and verbal).

- 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 and mid-level 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 law enforcement personnel, grass roots community leaders and social service organizations.
- Experience in criminal justice, law enforcement, community development and/or public safety.

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.