



NEIGHBORHOOD SAFETY DIRECTOR CITY OF MINNEAPOLIS, MINNESOTA

First Review of Applications: March 3, 2023

THE COMMUNITY

The City of Minneapolis, Minnesota (pop. 435,105) is a diverse, progressive community and the heart of cultural and economic activity in the Upper Midwest. Lying along both banks of the Mississippi River, Minneapolis is the largest city in the state and serves as the county seat for Hennepin County. Along with adjoining Saint Paul to the east, Minneapolis is part of the Twin Cities Metropolitan Area (pop. 3.65 million). Minneapolis-Saint Paul International Airport is located 12 miles from downtown Minneapolis and offers non-stop services to more than 150 destinations in 18 countries.

Minneapolis' has a robust and diverse economic base. The city is home to more Fortune 500 companies per capita than any other city in the world and serves as home to several of the world's largest private companies. A global leader in medical technology innovation, commercialization, and manufacturing, Minneapolis boasts innovation across multiple industries, from software to renewable energy. The city also has one of the highest concentrations of banks and financial talent in a major metropolitan area.

Minneapolis and surrounding areas offer multiple opportunities for year-round outdoor recreation, from festivals and open-air concerts in summer to ice fishing and cross-country skiing in winter. The city has repeatedly ranked as having one of the best park systems in the United States, with almost 7,000 acres of parkland, 22 lakes, and more bicycling trails per square mile than anywhere else in the country, including the shores of Lake Superior and multiple national park sites around the state for hiking, boating, snowmobiling, and camping.

Visitors flock to the city from around the country to see Broadway shows in the dynamic Hennepin Theatre District, shop at the Mall of America in the nearby suburb of Bloomington and attend major sporting events at several world-class stadiums. Minneapolis has a strong creative community with internationally recognized art museums and an abundance of performing arts theaters and music venues. The city's bustling downtown is connected via Skyway, a 9.5 mile second-level enclosed pathway connecting 80 city blocks and allowing for easy, climate-controlled access to downtown businesses, restaurants, stadiums, hotels, and more.

Minneapolis K-12 students are served by Special School District Number 1, which administers about one hundred public schools. Minnesota students have school choice options by law, which include open enrollment, charter schools, and approved public online schools. The Twin Cities area is also home to 16 college and universities.

With its abundance of green space, cultural opportunities, and flourishing economy, Minneapolis is a top destination to live, work, and play. [Click here to learn more about Minneapolis, the City by Nature.](#)



THE ORGANIZATION

The City of Minneapolis operates under an Executive Mayor-Legislative Council form of government. As such, the mayor is the chief executive officer and leader of all city departments. The City Council is the legislative body that adopts local laws, makes policies, and oversees programs. Citizens elect the mayor and 13 City Council members from individual wards for concurrent four-year terms. The city employs more than 4,000 Full Time Equivalent employees. [Click here to learn more about the FY 2023-2024 Council Adopted Budget.](#)

Mission

Our City government takes strategic action to address climate change, dismantle institutional injustice and close disparities in health, housing, public safety, and economic opportunities. In partnership with residents, City leaders help to ensure all communities thrive in a safe and healthy city.

Vision

Minneapolis is an intentionally compassionate city where each of us can reach our full potential while caring for one another, eliminating racial disparities, improving our environment, and promoting social well-being. We lead in innovative and creative ways, focused not only on our present needs, but also the success of future generations.

Values



Equity: City government works side-by-side with community members to engage all voices, creatively problem solve, and build trust, particularly with those who have been most impacted by inequities. This helps to ensure that opportunities are accessible to everyone.



Safety: People have a strong sense of security and can live peacefully in safe neighborhoods, knowing that City government is accountable for responsive and proactive community safety services.



Excellence: To achieve the best outcomes and the highest quality service, we are forward-thinking and exhibit competence, professionalism, and integrity, and strive for personal growth.



Welcoming: All individuals are welcome, regardless of race, ethnicity or place of origin, gender identity or religious affiliation. This enhances Minneapolis' cultural fabric, economic growth, global competitiveness, and overall prosperity for current and future generations.



Stewardship: We serve as trusted stewards of financial, environmental, social, and physical resources, recognizing that resources are for the common good today and tomorrow. We seek solutions that reflect our long-term commitment to end suffering in our city.



Transparency: People can trust City government and hold them accountable for making and communicating decisions grounded in accurate information and integrity. We build credibility by accepting feedback, owning our actions, and providing reliable follow-through.



Health: To achieve physical, emotional, and mental health, we all work to ensure equitable access to healthy food, recreational opportunities, natural amenities, positive youth development, and walkable neighborhoods.

OPERATIONAL PRIORITIES

Spend diversity: Increase the percent count of, and spend with, racially and ethnically diverse for-profit suppliers across all departments.

Racially disaggregated data: Improve the use of racially disaggregated data for decision-making in the legislative process.

Community Engagement: Improve the capacity of appointed boards and commissions (ABCs) to advance the City's racial equity work.

Workforce: Increase the hiring and retention of People of Color and Indigenous People in the City's workforce.



THE DEPARTMENT OF NEIGHBORHOOD SAFETY

The Department of Neighborhood Safety is a part of the newly established Office of Community Safety designed to better integrate and unify all safety functions via a unified command, clear accountability, and coordinated service delivery among the City's departments and divisions focused on community safety, under the mayor's leadership and direction. The Commissioner, as head of the Office of Community Safety, supervises the following departments: Emergency Communications (911), Emergency Management, Fire, Police, and a Department of Neighborhood Safety, which includes the work of the former Office of Violence Prevention within the Health Department and the City's complimentary, alternative response options.

THE NEIGHBORHOOD SAFETY DIRECTOR

The Neighborhood Safety Director leads the Department of Neighborhood Safety within the Office of Community Safety. This position supervises approximately 27 Full Time Employees and manages the violence prevention/intervention and alternative 911 response services needed for community safety delivery in the city. Reporting to the Community Safety Commissioner, the Neighborhood Safety Director serves as the city leader on community safety matters that relate to violence prevention/intervention and alternative 911 response options to that of Police and Fire. This position provides service within the Office of Community Safety and collaborates with Police, Fire, 911, and Emergency Management as well as other City departments. This position will work to reduce violence and increase neighborhood safety by using a combination of community engagement and data.

Responsibilities of the position include:

- Develop a comprehensive vision for approaches to provide strategies and tactics on community safety matters that are non-law enforcement, non-fire, and non-emergency management related.
- Oversee a department of approximately 27 FTEs that provides services including but not limited to community outreach (Community Navigators), gun violence prevention, youth violence, and alternative 911 response options.
- Develop and lead strategies on violence prevention.
- Manage external relationships with the community.
- Act as lead for the City establishing and maintaining relationships with Federal and other national violence prevention partners, technical assistance, experts in violence prevention, and funders.
- Staff the Violence Prevention Steering Committee.
- Lead the development of innovative strategies or modify existing programs based on community needs and best and promising practices.
- Establish collaborative, effective, and professional relationships with all levels of representatives from other city departments, and external agencies such as the Minneapolis Public Schools, Minneapolis Parks, Minnesota Department of Justice, Minnesota Department of Health, Hennepin County, local public health agencies, state and federal agencies, leadership from other jurisdictions and levels of government.
- Lead and represent county, state, and federal agencies violence prevention and non-enforcement public safety strategies.
- Oversee the preparation of grant applications to initiate or support innovative community-based programs. In addition, seek out funding partnerships for large scale enterprise and department initiatives.
- Direct staff in establishing work priorities and procedures which respond to community needs.
- Ensure accuracy, timeliness, and accountability of program functions and reporting. Ensure that program work is conducted in accordance with grant and city requirements.
- Oversee the development of written and oral reports for policy makers and community members at the state, federal and local level.
- Keep current with emerging integrated public health and safety findings and best practice approaches.
- Develop and implement measurements and metrics to evaluate program and department effectiveness.
- Monitor impact of programs on neighborhoods and the community.

DESIRED CAPABILITIES

The City of Minneapolis desires to hire an experienced, competent, approachable, and enthusiastic leader who is committed to service delivery excellence, who also has a proven record of effectively collaborating with internal and external stakeholders to achieve outcomes that are mutually beneficial to the community and region. As such, the individual selected will offer a verifiable record of effective program management, an unquestionable reputation as a trusted leader, and be a professional who is comfortable working with a highly diverse and involved citizenry. This individual can build, maintain, and when necessary, repair relationships with internal and external stakeholders, including community, city, county, and state level officials.



Additionally, the Neighborhood Safety Director will consistently demonstrate the following traits:

- **Visionary Leadership:** Demonstrated competence and willingness to collaborate with internal and external stakeholders to develop a comprehensive strategic plan (mission, vision, values, goals, and objectives) and implement community safety metrics that are non-law enforcement, non-fire, and non-emergency management related; ability to foster a supportive, collaborative, creative, and innovative environment that develops staff capacity.
- **Compassion:** Absolute commitment to using head and heart to inspire and influence others by consistently practicing empathy, kindness, and sympathy, and thereby positively influencing others.
- **Critical Thinking:** Proven ability to understand logical relationships between concepts and ideas, recognize the importance of the relationships, carefully evaluate options, and make the decisions that will most positively impact desired outcomes.
- **Ethical Leadership:** Unquestionable demonstration of appropriate conduct, integrity, morals and ethics through personal actions, deeds words, and interpersonal relationships.
- **Project Management:** Demonstrated ability to lead large scale projects consisting of implementing multiple programs and interventions in a collaborative, urban environment, particularly with community agencies, health care organizations, schools, health and social service providers, worksites, and federal, state, county, and local levels of government; knowledge of grant and contract management requirements; proven ability to successfully obtain in-kind and financial support and sponsorships for a variety of large-scale initiatives.
- **Outstanding Communication Skills:** An exceptional communicator who can foster open and transparent dialogue at multiple levels to build trust with all internal and external stakeholders; ability to work with policy makers and with law enforcement and criminal justice systems; past success working with federal, state, and local jurisdictions.

EDUCATION AND EXPERIENCE

Qualified candidates will possess a Bachelor's Degree from an accredited college or university in public health, criminal justice, social work, public administration, public policy, or a closely related field; and a minimum of five (5) years related professional experience, of which one (1) year must include supervisory or project management experience in community engagement, community relations, leading people, and managing programs, grants, and budgets. A master's degree and professional certification or credentials desired, but not required.

COMPENSATION AND BENEFITS

The established salary range for this position is **\$143,134 - \$169,675** per year, depending on qualifications. Additionally, the City of Minneapolis offers a [competitive benefits package](#) that includes medical, dental, life, and disability insurance. HRA/VEBA spending accounts, paid vacation, holidays, sick leave, and paid parental leave, and participation in the Public Employee Retirement Association (PERA). Additionally, qualified employees may participate in the Minnesota State Retirement System (MSRS). Relocation assistance is negotiable. For more details about the city's benefits, [click here](#).



APPLICATION AND SELECTION PROCESS

To apply for this outstanding career opportunity, please visit our online application portal and complete a candidate profile and requested supported documentation at:

www.governmentjobs.com/careers/bakertilly

This announcement will remain posted until the city fills this vacancy. We encourage interested professionals to apply before the posted first review date of **March 3, 2023**. After this date, the Review Team will evaluate each application, identify those individuals who most closely meet the city's desired traits, attributes and qualifications as outlined in this brochure, and may ask a select few to complete additional due diligence, written questionnaire, and other assignments, including a one-way video interview. Individuals selected to continue in this process must agree to and authorize a background report check that includes academic verification, credentials, credit report, employment verification, and courts records.

For more information, please contact Edward.Williams@bakertilly.com or call (214) 842-6478.

The City of Minneapolis is an Equal Opportunity Employer and values diversity at all levels of its workforce.

