

IDEAL KNOWLEDGE, SKILLS AND ABILITIES:

- Adaptive, naturally collaborative leader who leads with empathy and integrity, has deep connection, strong relationships, credibility and grounding in communities most impacted by involvement in the justice system, which in Ramsey County are communities of color, disproportionately Black and Native, and those from under-resourced communities.
- In-depth knowledge of the law and legal system and how it applies to youth
- Advanced intercultural skills, strong sense of cultural humility and leadership to manage the work of the office and empower our staff by building a cohesive team focused on continuous improvement; ability to inspire staff to reach their full potential; maintains an inclusive workplace culture in which every team member feels they can bring their full selves to work, feels valued and that their contributions are heard and appreciated.
- Experience working within a diverse team and with community residents to implement systemic reform; knowledge of or experience in youth development and restorative practices a plus
- Ability to lead change and effectively move work from vision to implementation
- Leads with a philosophy of servant leadership through a racial equity lens. Deep understanding of structural racism and its impact on racial disparities in the legal system. Committed to dismantling structures in Ramsey County to reduce disparities.
- In-depth understanding of how traditional policies and practices have harmed and fueled distrust of communities most impacted by the legal system and ideas for how to build critical trust within these communities
- Ability to weigh potential consequences of decisions on an individual youth, the office, the youth's neighborhood and our broader community.
- Good written and oral communication skills; ability to express ideas clearly and concisely to a variety of audiences, well-versed in plain language, ability to adapt communication style to meet needs of different audiences, both when communicating informally with colleagues, as well as more formally in presentations and written reports.
- Strong legal analysis, research and advisory skills
- Good judgement in exercise of professional discretion, demeanor and decision-making

This is an appointed management position on the County Attorney's leadership team. As such, this leader serves at the pleasure of the County Attorney and is a team player, willing to take on other duties as assigned.