



King County

Invites Applications for the Position of:

Mental Illness and Drug Dependency (MIDD) Evaluation Lead PPM III

Apply online at <http://www.kingcounty.gov/jobs>

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 01/09/19 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 01/23/19 11:59 PM (GMT -8:00)

SALARY: \$80,405.31 - \$101,918.13 Annually

LOCATION: Chinook Building - 401 5th Ave, Seattle

JOB TYPE: Career Service, Full Time, 40 hrs/week

DEPARTMENT: DCHS - Community & Human Services

JOB NUMBER: 2019AM9204

SUMMARY:

The Department of Community and Human Services (DCHS) values diverse perspectives and life experiences. The Department encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans and those with lived experience.

The Department of Community and Human Services (DCHS) provides equitable opportunities for people to be healthy, happy, self-reliant, and connected to community. DCHS manages a wide range of programs and services to assist the county's most vulnerable residents and to strengthen its communities. The programs include services for behavioral health prevention and treatment, housing and community development, individuals and families experiencing homelessness, youth and adult education and employment, veterans, older adults, women's program services and developmental disabilities.

This Career Service position provides evaluation and performance measurement support for the **Mental Illness and Drug Dependency (MIDD) Tax**. King County's Mental Illness and Drug Dependency (MIDD) is a countywide 0.1% sales tax generating about \$134 million per two-

year biennium, specifically for programs and services for people living with or at risk of behavioral health conditions. Examples of MIDD initiatives include prevention and early intervention, crisis diversion, recovery and reentry, system improvement, and therapeutic courts (<https://www.kingcounty.gov/depts/community-human-services/mental-health-substance-abuse/midd.aspx>). Evaluation of MIDD is guided by the MIDD 2 Implementation and Evaluation Plan approved by the King County Council in November 2016.

The primary responsibility of this position is to serve as an evaluation lead to ensure the evaluation team is implementing the MIDD Evaluation and Performance Measurement Plan and able to meet their reporting requirements to Council and other stakeholders. This position directly supervises at least two DCHS evaluators and serves as the lead evaluator.

The position works in the Performance Measurement and Evaluation (PME) Unit as a member of flexible evaluation teams that design and implement program evaluation and performance measurement; conduct research; construct, refine and analyze measurement data sets; and report findings to stakeholders. This position collaborates with team members supporting the evaluation of other initiatives (Veterans, Seniors, and Human Services Levy and the Best Starts for Kids Levy) and program staff to develop common processes, share methods, and respond to data requests. This position requires significant collaboration with internal and external stakeholders.

Note: This recruitment may be used to fill other similar career service positions.

Who May Apply: The Department of Community and Human Services values diverse perspectives and life experiences. The Department encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans, and those with lived experiences.

Required Materials: Candidates who wish to be considered for this position must submit an online King County application and respond to the supplemental questions.

Work Schedule: This position is exempt from the provisions of the Fair Labor Standards Act, and is not eligible for overtime. Typical hours are Monday - Friday 8am-5pm.

Recruiter: Anne.Masters@kingcounty.gov

JOB DUTIES:

- Lead the evaluation activities for MIDD, including development, analysis and reporting of evaluation and performance measurement for MIDD-funded programs.
- Supervise evaluation staff supporting the evaluation needs of several strategies.
- Provide leadership in the development, implementation, and management of MIDD continuous quality improvement (CQI) processes needed to support and improve outcomes for people living with or at risk of behavioral health conditions.
- Work with contract monitors, implementing agencies, stakeholders, and planning teams to design program performance measures and evaluation approaches.
- Engage internal and external partners in the evaluation process.
- Develop data collection instruments and analytic approaches, as necessary, to ensure high quality data collection.
- Participate in the coordination of data collection and management, including data compilation from internal and external sources and data quality assurance processes.

- Train and support contractors on performance measurement, data collection, reporting, and other evaluation related activities.
- Assist in the development and implementation of an electronic data system.
- Analyze and interpret both quantitative and qualitative data using appropriate statistical methods and data manipulation tools.
- Develop performance monitoring reports, dashboards, presentations, and other visual representations of data.
- Prepare and present reports and briefings that summarize results and interpretations of findings for a wide range of audiences including policy makers, system administrators, service providers, clients, advocates and/or community representatives.
- Respond to data requests.
- Participate in selected team, work group, division, and department meetings.
- Perform other related duties as assigned.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Demonstrated knowledge of: quantitative and qualitative analysis principles and methods; principles and practices of intervention research and program evaluation; subject privacy; methods, tools and techniques of applied research; study design and advanced analytic procedures; data collection methods, including surveys; and computerized database systems.
- Demonstrated experience implementing policy-relevant evaluation processes and performance measurement with behavioral health, human services, or criminal justice entities.
- Critical thinking and analytical capabilities, and experience developing and implementing CQI strategies and related data and reporting necessary for its completion.
- Experience in obtaining, merging and using data from large, complex administrative databases.
- Experience accessing, matching, extracting, cleaning, managing, validating, and manipulating data.
- Experience with data management, analysis, and visualization tools such as Python, R, SAS, SPSS, STATA, Excel, Tableau, etc.
- Experience directly supervising staff.
- Proficiency in writing high level policy evaluation reports and detailed technical reports.
- Exceptional attention to detail and accuracy.
- Strong oral and written communication skills; ability to communicate well with diverse groups in multiple settings.
- Strong problem solving and interpersonal skills, including the ability to work independently and to maintain collaborative relationships as part of a team.
- Experience in successfully managing complex projects, in detail, and meet deadlines.
- Demonstrated ability to establish and maintain good working relationships with diverse teams and stakeholders.
- Ability to protect the confidentiality of sensitive information by learning and following all relevant policies and protocols and using sound judgment in the handling and sharing of that information.

DESIRABLE QUALIFICATIONS:

- A Master's degree in social sciences, public health, behavioral health, criminal justice/juvenile justice or related field with course work in performance measurement, research methods and statistics or equivalent education and experience.
- Knowledge of social and human service business process and use of performance management tools within a service environment.
- Experience in the area of behavioral health.
- Experience with data visualization tools such as Tableau.
- Experience with qualitative data collection and analysis.
- Familiarity with Results Based Accountability (RBA) framework.

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.

Mental Illness and Drug Dependency (MIDD) Evaluation Lead PPM III Supplemental Questionnaire

- * 1. What is your experience in leading real world evaluation processes in social, health or human services sectors? Please describe your experience and include Organization name(s) and date(s).
- * 2. What is your experience engaging stakeholders in the evaluation process? Please include Organization name(s) and date(s).
- * 3. What software have you used to clean, link, validate, analyze, and present data; provide examples of projects where you have used these skills. Please include Organization name(s) and date(s).
- * 4. King County has transformed its work on equity and social justice from an initiative to an integrated effort that applies the principle of "fair and just" intentionally in all the county does in order to achieve equitable opportunities for all people and communities. What is the most important equity or social justice issue to you and why?
- * Required Question