

**UNIFIED JUDICIAL SYSTEM  
POSITION DESCRIPTION**

**DIRECTOR OF TREATMENT COURTS**

**CLASS CODE: 99-61-35**

**POSITION PURPOSE**

Provides timely, accurate, consistent, and reliable leadership, advice, information, and analysis in support of the Unified Judicial System (UJS) employees and programs while increasing the public's trust and confidence in the UJS through proactive treatment court operations.

**DISTINGUISHING FEATURE**

This position provides policy and procedural direction, support, and oversight for the Treatment Court Division including Drug, DUI, Veterans, Mental Health Court operations to ensure goals and objectives are met.

**MAJOR RESPONSIBILITIES**

Note: The duties listed are typical examples of work performed by positions in this job classification. Not all duties are included, nor is the list exclusive.

1. Oversees the development, guidance, and implementation of policies and procedures of statewide treatment court development to ensure program success, fidelity, integrity, and quality control.
  - a. Provides leadership and ensures program fidelity of operations in South Dakota Treatment Court operations.
  - b. Recommends policy changes to the Deputy State Court Administrator and State Court Administrator.
  - c. Identifies, develops, and leads the implementation of evidence based practices and initiatives for treatment courts.
  - d. Recommends training specific to operation of treatment courts.
  - e. Establishes community based programming contracts, oversees billing and out-of-state travel.
  - f. Represents the UJS treatment courts by serving on external and UJS statewide councils and committees.
  - g. Reviews data and engages in program analysis to ensure fidelity to practices and procedures.
  - h. Provides policy and program interpretation and guidance.
2. Oversees the implementation and application of best practices to ensure program goals and objectives are met.
  - a. Ensures statewide fidelity and effective program processes.
  - b. Directs the focus for statewide program development and improvement.
  - c. Promotes the philosophy and concepts that serve as the foundation for treatment court development and operation.
  - d. Provides insight and guidance to Circuit Court programs.

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- e. Provides ongoing management information systems development.
3. Performs other work as assigned.

### **SUPERVISORY FUNCTIONS**

This position supervises a staff person who is responsible for providing statewide technical assistance, quality assurance, and training to treatment court staff and clerical support to the Division.

### **ESSENTIAL FUNCTIONS REQUIRE**

In-state travel for court program monitoring and out-of-state travel is required for meetings and training; attendance in accordance with rules and policies; sitting for extended periods of time; operating office machines such as a computer, telephone, copier, etc. The incumbent is also required to work effectively with coworkers, treatment court teams, stakeholders, and the public; manage stress with a calm demeanor; meet deadlines and objectives; demonstrate initiative and motivation; and communicate (verbally and in writing) complex ideas, rules, policies, and procedures.

### **PROBLEMS AND CHALLENGES**

Challenges include ensuring all programs' rules, policies, and procedures are followed and in accordance with treatment court and UJS principles to maintain program integrity; organizing workload to accomplish the multitude of tasks associated with this position; staying abreast of research and trends for treatment courts; effectively communicating continual program changes to local programs; identifying areas of improvement and providing a solution to ensure problems do not reoccur; maintaining focus on long-term goals; keeping local courts and stakeholders engaged and passionate, but also patient to ensure thorough planning and program success; investigating public complaints.

### **DECISION-MAKING AUTHORITY**

Decisions made by the incumbent include day-to-day management of the division; interpreting and implementing existing programs, rules, policies, and procedures; recommending new program initiatives to pursue and implement; recommending statewide training programs for treatment court members.

Decisions referred include final authorization of programs' rules and policy changes by the Chief Justice, State Court Administrator, Presiding Judges, Supreme Court, and local Judges presiding over the courts.

### **CONTACT WITH OTHERS and PURPOSE**

The incumbent has daily contact with program coordinators to provide direction, interpretation, information, and training regarding their daily functions. The incumbent has frequent contact with treatment court team members to provide information and answer questions. The incumbent has frequent contact with the Deputy State Court Administrator and State Court

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Administrator to share information, provide statistical data and to seek authorization; and SCAO Division Directors, Chief Court Service Officers, the Judicial Branch Educator; and state and federal agency staff to provide information, seek clarification, and further the goals of the treatment courts.

### **WORKING CONDITIONS**

The incumbent works in a typical office environment. Monthly travels in-state visiting circuits treatment courts and attending or providing training and meetings. Occasional out-of-state travel to attend training and meetings.

### **COMPETENCIES/QUALIFICATIONS FOR APPOINTMENT**

#### **Knowledge, Skills and Abilities:**

Knowledge of:

- treatment court operations and best practices;
- court and judicial system;
- UJS policies, procedures, and processes;
- treatment court disciplines such as Drug, DUI, Veteran's, and Mental Health;
- budgeting fundamentals;
- collaboration abilities with non-UJS professionals.

Skill in:

- organizational and time management;
- project development and management;
- critical thinking.

Ability to:

- provide supervision, leadership, coaching, and mentoring to staff;
- manage expectations of UJS staff and treatment court teams;
- develop and provide public presentations and training;
- be diplomatic, self-motivated, persuasive, decisive, consistent, and assertive;
- effectively manage highly stressful situations and remain patient and calm;
- research, administer, establish, and interpret rules, policies, guidelines, and procedures;
- act as liaison with other courts, executive branch, and outside entities to build networks and consensus and foster collaborative relationships;
- communicate in a clear and concise manner both orally and in writing;
- establish credibility and integrity;
- maintain confidentiality of records.

#### **Education:**

Bachelor's degree in psychology, sociology, criminal justice, public administration, or a related field.

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### **Experience:**

Five (5) years of progressively responsible work experience in court administration or treatment courts, and supervising staff; or an equivalent combination of related education and experience.

Preference will be given to successful completion of the Court Executive Development Program (CEDP) through the National Center for State Courts.