



SHAYLA D. FAVOR

FRANKLIN COUNTY PROSECUTING ATTORNEY

POSITION TITLE:	Chief Counsel, Innovation Unit
IMMEDIATE SUPERVISOR:	First Assistant, Strategic Prosecution Division
HOURS:	8am - 5pm, Monday - Friday
STARTING SALARY:	Negotiable; commensurate with experience
MINIMUM REQUIREMENTS:	Juris Doctorate from ABA accredited law school; Admission to Ohio Bar pursuant to Section 4705.01 of the Ohio Revised Code; Minimum 10 years practicing law with at least 3 years practicing in a courtroom environment; Supervisory experience strongly preferred.
FLSA:	Exempt
CLASSIFICATION:	Unclassified

ORGANIZATION SUMMARY: The mission of the Franklin County Prosecutor's Office is to thoroughly and vigorously prosecute criminal offenders in order to protect the citizens of Franklin County and obtain justice for victims of crime, as well as to professionally, equitably, and efficiently provide legal representation and advice to governmental clients within the bounds of law and ethics.

POSITION SUMMARY: The Chief Counsel of the Innovation Unit is a strategic leader within the Prosecutor's Office responsible for advancing data-driven initiatives that promote public safety, equity, and reduced recidivism. This role oversees Specialty Dockets and Diversion Programs, including case eligibility, operations, and compliance, while collaborating with judges, attorneys, law enforcement, and community partners to support rehabilitation and reintegration. The position drives innovative solutions addressing the root causes of crime, fosters cross-sector partnerships, evaluates program effectiveness through data and performance metrics, and ensures compliance with applicable laws and standards. The Chief Counsel must demonstrate strong legal acumen, sound judgment, and a commitment to ethical, collaborative, and equitable practices.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

- Oversee Specialty Dockets and Diversion Programs, including daily operations, coordination of treatment services, and monitoring of participant compliance.
- Review and assess cases to determine eligibility for program participation based on charges, criminal history, and established docket criteria.
- Collaborate effectively with defense counsel, court personnel, law enforcement agencies, and the public to support rehabilitation efforts and reduce recidivism.
- Design and implement innovative, forward-thinking strategies that address the root causes of crime, with a focus on diversion, treatment, and reintegration.
- Participate in treatment team meetings and court hearings to monitor compliance, provide recommendations, and coordinate with judges, probation officers, treatment providers, and law enforcement partners.
- Prepare statistical reports, maintain accurate records, and ensure compliance with certification standards and legal requirements.



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- Analyze program operations and case flow to identify inefficiencies, address challenges, and improve overall program effectiveness.
- Engage with community stakeholders to build partnerships, provide education, and respond to public inquiries.
- Collaborate with schools, counselors, and community agencies to develop and support initiatives aimed at preventing juvenile crime.
- Partner with office leadership to identify and advance strategic opportunities within the community.
- Evaluate program performance through data collection and analysis, recommending improvements to achieve optimal outcomes.
- Facilitate regular meetings with community members and partner agencies to strengthen collaboration and communication.
- Develop and maintain key resources, including contact lists, implementation timelines, progress reports, and outcome metrics.
- Identify and pursue new initiatives to enhance outcomes for justice-involved individuals.
- Coordinate with local, state, and federal law enforcement agencies to support investigations and joint operations.
- Collaborate with non-law enforcement partners to promote justice, public safety, and long-term community stability.
- Ensure all unit operations comply with the Ohio Revised Code, Ohio Supreme Court best practices, and applicable laws.
- Advance justice and equity through coordinated programs, partnerships, and policy initiatives.
- Support and promote initiatives focused on reentry, access to treatment, and community stabilization.
- Develop and implement creative, effective solutions to complex legal and operational challenges.

PREFERRED QUALIFICATIONS:

- Demonstrated leadership experience; prior supervisory experience preferred.
- Experience overseeing or supporting specialized dockets, diversion programs, or similar initiatives is highly desirable.
- Proven experience in strategic planning, program evaluation, and/or grants management.
- Strong understanding of court operations, procedures, and processes.
- Familiarity with community-based restorative justice programs and a commitment to promoting equitable outcomes.
- Ability to manage multiple projects simultaneously in a high-demand environment.
- Willingness and ability to work extended hours as necessary to meet operational needs.
- Proficiency in Microsoft Office Suite and MATRIX software.



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CORE COMPETENCIES:

- Demonstrated ability to lead, mentor, and supervise professional and support staff, fostering accountability, collaboration, and high performance.
- Extensive knowledge of federal, state, and local laws, with particular emphasis on criminal law and Specialized Dockets operations.
- Ability to develop and implement strategic initiatives, including program development, outcomes evaluation, and long-term planning.
- Understanding of trauma-informed care principles and the ability to apply them effectively when working with justice-involved individuals.
- Proven ability to build and maintain productive relationships with judges, attorneys, court personnel, law enforcement, community partners, and the public.
- Excellent written and verbal communication skills, with the ability to convey complex legal and programmatic information clearly and professionally.
- Strong ability to assess complex situations, evaluate data, and make sound, informed decisions.
- Experience in program evaluation, grants management, and performance measurement to ensure effectiveness and accountability.
- Superior organizational and project management skills, with the ability to manage multiple priorities in a fast-paced environment.
- Dedication to fair and just outcomes, including familiarity with restorative justice practices and community-based approaches.
- Working knowledge of mental health conditions, substance use disorders, and crisis response considerations.
- Ability to meet deadlines, manage time effectively, and maintain reliability, discretion, and professionalism in all responsibilities.

PHYSICAL REQUIREMENTS

The Chief Counsel of the Innovation Unit frequently types, handles materials, manipulates office equipment, and moves to and from and operates copier and fax machines. The Chief Counsel generally works in an office and courtroom setting where the noise level in the work environment is usually moderate. The Chief Counsel must be able to routinely travel around the county government and courthouse complex and be present in the office during normal work hours with attendance and punctuality of particular importance.

BENEFITS SUMMARY

- Medical, Dental, Vision and Behavioral Health, and Prescription Drug Coverage
- Employee Assistance Program
- Disability and Life Insurance
- Ohio Public Employees Retirement System (OPERS)
- Optional Deferred Compensation
- Generous Paid Time Off Accrual
- Eleven Paid Holidays
- Tuition Reimbursement
- Company-Paid Training and Development
- Commuter Program



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Offers of employment are contingent upon successful completion of a background check.

Please submit resume and cover letter to
Franklin County Prosecutor's Office
373 S. High St., Columbus, Ohio 43215
Human Resources – prat-hr@franklincountyohio.gov

The Prosecutor is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on color, race, national origin, age, sex, sexual orientation, gender identity, religion, veteran status, marital status, a disability that does not prohibit performance of essential job functions, genetic information or any other status protected by applicable law.

The Prosecutor has a strict policy against any form of unlawful discrimination. This policy prohibits both discrimination based on any of the protected characteristics described in previous paragraph, and retaliation against a person who opposes or complains about prohibited conduct or who participates in any way in the complaint, investigation, or reasonable accommodation processes.

The Prosecutor prohibits such harassment by or against all employees, vendors, clients and visitors. It is the policy of the Prosecutor to provide a working atmosphere free from discriminatory insult, intimidation and other forms of harassment.