



SHAYLA D. FAVOR

FRANKLIN COUNTY PROSECUTING ATTORNEY

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| POSITION TITLE: | Chief Counsel, Innovation Unit |
| IMMEDIATE SUPERVISOR: | First Assistant, Strategic Prosecution Division |
| HOURS: | 8am - 5pm, Monday – Friday; evening and weekend availability may be required as duties demand. |
| 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 provides strategic and operational leadership for the Prosecutor's Office diversion, specialty court, and innovation initiatives. This position is responsible for establishing vision, priorities, and performance expectations for programs designed to improve public safety, reduce recidivism, and address the underlying causes of criminal behavior.

The Chief Counsel leads through others by directing professional staff, coordinating cross-functional teams, and building accountability across internal and external stakeholders. The position oversees program strategy, legal compliance, performance measurement, and community partnerships while ensuring initiatives align with office priorities and produce measurable outcomes.

The Chief Counsel serves as a key advisor to executive leadership, driving innovation, continuous improvement, and evidence-based practices that advance justice, equity, and community well-being.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

Leadership & Program Management

- Provide leadership and oversight for Specialty Dockets, Diversion Programs, and Innovation Unit initiatives, ensuring alignment with office priorities, legal requirements, and public safety objectives.
- Establish performance expectations, monitor outcomes, and hold staff, partners, and stakeholders accountable for achieving program goals and operational excellence.
- Lead, develop, and mentor assigned staff through effective onboarding, coaching,



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performance management, professional development, and succession planning.

- Direct program operations, resource allocation, and workflow management to ensure efficient, effective, and sustainable service delivery.
- Partner closely with the Director of Community Engagement to align diversion, specialty court, prevention, reentry, and community-based initiatives; leverage community insights, stakeholder feedback, and data-driven outcomes to develop strategies that strengthen public trust, improve program effectiveness, and advance the Office's public safety objectives.

Strategy & Innovation

- Develop and implement strategic initiatives that address the root causes of crime, reduce recidivism, and improve outcomes for justice-involved individuals.
- Identify opportunities for innovation, process improvement, and expansion of diversion and specialty court programming through data analysis, research, and stakeholder engagement.
- Serve as a strategic advisor to office leadership regarding emerging trends, program opportunities, policy development, and community needs.

Stakeholder & Community Leadership

- Build and maintain effective partnerships with judges, court personnel, law enforcement agencies, treatment providers, educational institutions, and community organizations.
- Represent the Prosecutor's Office in collaborative initiatives, public forums, and cross-sector partnerships that advance community safety, rehabilitation, and reintegration efforts.

Performance, Compliance & Accountability

- Establish and monitor performance metrics to evaluate program effectiveness, ensure accountability, and support data-driven decision making.
- Ensure compliance with applicable laws, regulations, certification standards, grant requirements, and best practices governing diversion and specialty court operations.
- Oversee program evaluation, reporting, and continuous improvement efforts to maximize impact and organizational effectiveness.

CORE COMPETENCIES:

Leadership & Talent Development

- Builds high-performing teams through coaching, accountability, performance management, and professional development.
- Effectively delegates responsibility and achieves results through others.

Strategic Leadership & Innovation

- Develops and executes long-term strategies that align organizational priorities, community needs, and measurable outcomes.
- Drives innovation, continuous improvement, and evidence-based decision making.

Legal & Operational Expertise

- Demonstrates advanced knowledge of criminal law, specialty court operations, diversion programming, and applicable legal requirements.
- Balances legal, operational, and strategic considerations in decision making.



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Relationship Management & Collaboration

- Builds productive partnerships across the justice system, community organizations, treatment providers, and government agencies.
- Influences stakeholders and navigates complex environments to achieve shared objectives.

Data Analysis & Performance Management

- Uses data, performance metrics, and program evaluation methodologies to assess effectiveness and drive accountability.
- Identifies trends, risks, and opportunities to improve outcomes.

Communication & Professional Judgment

- Communicates complex legal, operational, and strategic information clearly and effectively.
- Demonstrates sound judgment, professionalism, discretion, and commitment to equitable and ethical decision making.

PREFERRED QUALIFICATIONS:

- Demonstrated experience leading and developing professional staff, including establishing performance expectations, coaching employees, managing accountability, and building high-performing teams.
- Significant experience overseeing complex programs, initiatives, or operational functions within a legal, criminal justice, government, or public sector environment.
- Experience leading cross-functional projects and driving organizational change through collaboration, influence, and stakeholder engagement.
- Proven success developing and implementing strategic initiatives that improve organizational performance, operational effectiveness, and community outcomes.
- Experience overseeing Specialty Dockets, Diversion Programs, problem-solving courts, restorative justice initiatives, or similar evidence-based interventions.
- Strong understanding of court operations, criminal justice systems, and community-based service delivery models.
- Experience utilizing data, performance metrics, and program evaluation methodologies to measure outcomes, drive accountability, and support decision-making.
- Experience developing and managing partnerships with judges, attorneys, law enforcement agencies, treatment providers, educational institutions, community organizations, and other external stakeholders.
- Knowledge of trauma-informed practices, behavioral health systems, substance use treatment, and factors impacting justice-involved individuals.
- Experience managing grants, compliance requirements, certification standards, and regulatory obligations is preferred.
- Demonstrated ability to manage multiple priorities, navigate complex challenges, and lead effectively in a fast-paced environment.
- Proficiency in Microsoft Office Suite, data reporting tools, and case management systems, including MATRIX or similar platforms.



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- Willingness and ability to work extended hours as necessary to meet operational and organizational needs.

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
- 14% Employer Contribution to 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

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.

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