

**Core Competency 11:
Establish organizational authority, roles, and responsibilities**

Description:

Assure that duties and responsibilities are properly distributed throughout the organization, along with the authority necessary to fulfill them, in order to promote smooth, efficient functioning within legal parameters.

Rationale:

Jails do not run themselves. While the leader’s job does not extend to day-to-day operational management, it is the leader’s responsibility to develop an overall organizational structure that ensures effective functioning, complies with relevant laws, establishes clear lines of authority and accountability, and ultimately, promotes fulfillment of the jail’s vision and mission.

Requires knowledge of:	Requires skills in:	Requires ability to:
The organizational characteristics of an Effectively functioning jail	Assessing organizational needs and priorities based on the jail’s vision/mission Developing a table of organization Determining the knowledge, skills, and abilities needed for designated positions Identifying accountability measures Matching employees with appropriate positions	Be visionary Analyze Understand people Operationalize plans Maintain professionalism
Local, state, and federal laws and court decisions	Implementing laws, court decisions, and legal mandates	Interpret laws and court cases
Organizational concepts (e.g., authority, delegation, chain of command, span of control, etc.)	Applying organizational concepts to jail administration Establishing a jail that functions efficiently and effectively	Translate theory into practice