



HAMPTON ROADS REGIONAL JAIL JAIL SUPERINTENDENT

The Hampton Roads Regional Jail (HRRJ), located in Portsmouth along Virginia's eastern coastline and serving a diverse population of over 1.5 million citizens in its five member jurisdictions, is seeking applications from candidates for the position of Jail Superintendent.

The HRRJ was established in 1998 and serves the localities of Norfolk, Newport News, Hampton, Portsmouth and Chesapeake. Operated under the direction of the Hampton Roads Regional Jail Authority, an intergovernmental joint venture with all five cities, the Jail has been nationally recognized for its operations and is the holder of several state and national certifications. The Authority is managed by a 15-member Board consisting of the Sheriff, City Manager and City Council members representing each participating jurisdiction. For Fiscal Year 2017, the HRRJ is operating with an approved budget of \$39,010,983 and has 294 staff members. The Jail Superintendent is responsible for the professional management and administration of all operations at the HRRJ including inmate programs and treatment, support services, healthcare, facility maintenance, personnel matters, general business functions and volunteer coordination.

Minimum requirements for the position include any combination of education and experience equivalent to graduation from an accredited college or university with major coursework in corrections, criminal justice or related field. Successful candidates will possess at least five to seven years of jail management, public management/administration or related experience (public health, mental health, finance). Past experience leading staff; coordinating the work of a large correctional facility; maintaining effective relationships with Board members and law enforcement officials; and comprehensive knowledge of modern penology is also desired. Strong candidates will possess extensive knowledge of the principles of effective personnel management, including EEO, ADA, FMLA and FLSA regulations.

The salary range for the position is \$145,000 to \$160,000. Starting salary is negotiable dependent upon the candidate's qualifications and experience. Excellent benefits include but are not limited to, participation in the Virginia Retirement System (VRS), medical and dental insurance, association dues, group life insurance, and conference expenses.

The position is open until filled but the first application deadline is **November 21, 2016**. To be considered, please submit your application, cover letter, résumé and list of references online at <https://waters-company.recruitmenthome.com/postings/1145>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established. The Hampton Roads Regional Jail Authority's Personnel Committee will review recommended candidates who most closely meet the established criteria. For more information, please contact us at richmond@waters-company.com.

Hampton Roads Regional Jail is an Equal Opportunity Employer.