

**DCS SUPERINTENDENT**  
**Mountain View Youth Development Center**  
**Dandridge, Tennessee**

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**Job Summary**

The Youth Development Center (YDC) Superintendent holds the top administrative position at a hardware-secure, residential facility that provides treatment programs for delinquent male youth up to age 19. The Superintendent oversees administration of personnel and programs to ensure safe, efficient operation in compliance with policies and statute and lawful functioning. The Department recently made the decision to transition from a corrections model to a more therapeutic environment therefore, the applicant must have the leadership skills required to engage personnel to embrace the recent changes. Further, the position requires in-depth knowledge of current treatment models, including trauma informed therapy, Cognitive behavior therapy and behavior modification systems. The superintendent coordinates all staff to ensure safety and security in the facility, the proper treatment and programming for youth, and overall efficient fiscal operations. The superintendent ensures personnel follow statewide policies, and sets financial and programming goals for the Youth Development Center. S/he monitors the effectiveness of current activities and programming and seeks ways to improve upon them, basing decisions on changes in the juvenile justice legislation, accreditation standards, research, and data. The position requires a thorough understanding of the therapeutic needs of delinquent youth and best practices for treatment.

**Job Duties**

The superintendent empowers the Youth Development Center staff to achieve objectives of maintaining safety and security for youth and staff while promoting physical/emotional well being and educational and independent living skill development for youth. Staff includes security personnel and supervisors, treatment managers, mental health practitioners, educators, nurses, fiscal, human resource and other support staff. Responsibilities include:

- Coordinating with Central Office leadership in the development of policy and effectively communicating policy and practice decisions to personnel
- Developing relationships with stakeholders including judges, regional staff, service/ treatment providers and families to advocate for youth
- Hands-on oversight of hiring, training, promotion, discipline and evaluation
- Engaging leadership and frontline staff in the new therapeutic model and ensuring daily follow through of the model and treatment expectations
- Coordinating staff to maintain a safe working environment
- Delegating responsibilities to first-line supervisors and monitoring results to ensure compliance with state regulations, accreditation standards and the therapeutic model
- Budgeting and fiscal planning

- Evaluate program effectiveness using established Continuous Quality Improvement practices
- Oversee and enhance effective facility maintenance
- Achieve and maintain facility safety/security while following the therapeutic model
- Ensure fair, timely resolution of personnel and disciplinary matters
- Coordinate response during emergency situations, such as a riot or a natural disaster
- Enforce rules, regulations, policies in compliance with relevant regulations including: Tennessee Code Annotated 37-5-202; 37-5-203; 37-5-204; American Correctional Association; Council on Accreditation; and Prison Rape Elimination Act (PREA)
- Other duties as assigned

### **Job Requirements**

The qualifications for the position of Superintendent include at a minimum the following:

- A bachelor's degree in a relevant discipline; five (5) years of related administrative experience; and demonstrated administrative ability and leadership.
- The degree requirement may be satisfied by completion of a career development program that includes work-related experience, training, or college credits at a level of achievement equivalent to the bachelor's degree

**Monthly Salary Range:** \$4,497 - \$8,095

Send Resume to [tracy.m.plaskett@tn.gov](mailto:tracy.m.plaskett@tn.gov)

Closing Date: Friday, January 15, 2015

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