

JUVENILE DETENTION DIRECTOR



Jefferson County Commission, Alabama
www.jccal.org





The Community

Looking for a vibrant community to call home with access to numerous outdoor activities and an award-winning culinary scene? Look no further than Jefferson County, the largest county in the state of Alabama (more than 670,000 residents). The central location of our county in the state positions us to be close to a wide variety of outdoor activities. From hiking and biking at State Parks, to weekends on the lake within a quick drive, our community has much to offer. If you love great food, we have James Beard Award winning chefs and an unparalleled craft beer scene. Zagat included us on the list of America's Next Hot Food Cities.

Into sports? So are we! The United States Football League (USFL) made Birmingham its home, playing all games at our new Protective Stadium in the heart of the UpTown entertainment district during its inaugural season. There is also Birmingham Legion Soccer, the Birmingham Baron's Baseball, University of Alabama at Birmingham college football, the Honda Grand Prix at Barber Motorsports Park, and the Regions Tradition Senior PGA Golf Tournament.

Culture is at the heart of our community with the Birmingham Civil Rights National Historic District, featuring the Birmingham Civil Rights Museum and the newly restored A.G. Gaston Motel. The Birmingham Museum of Art is also nationally recognized for its works and exhibits.

Educational opportunities abound here. The University of Alabama at Birmingham (UAB) is an urban university with approximately 16,000 students. Both its Nursing and Dental schools rank among the best in the country and it's a world-renowned medical hospital and research facility. There are also several other local colleges and universities that provide a wide range of educational specialties from vocational training to liberal arts programs. We also have great secondary and primary schools with the Alabama School of Fine Arts, Birmingham's EPIC School, i3 Academy and the Jefferson County International Baccalaureate School.

Music and Arts take center stage in our community, whether it's at one of our downtown music halls, the Legacy Arena at the Birmingham Jefferson Convention Center, UAB Performing Arts, or the 9,300-capacity Coca-Cola Amphitheatre, you can find a genre that fits your mood and interests. Historical Sloss Furnace also plays hosts to a variety of events, from bands to the Magic City Art Connection.

Living is easy in Jefferson County. Birmingham has emerging loft districts in the heart of downtown, or you can opt for the suburbs in one of the 34 neighboring municipalities. Commutes are easy thanks to 5 interstates, and the cost of living is some of the lowest in the region. Lending Tree named Birmingham as one of the Top 10 most affordable cities for first time home buyers.

Jefferson County and the Birmingham region has so much to offer, it's no wonder that other businesses such as Shipt, Landing and the J.M. Smucker's company decided to locate here. In fact, in 2022, the city hosted the World Games and welcomed in thousands of athletes from around the world. There are also three automotive manufacturers in the region: Mercedes-Benz U.S International, Honda Manufacturing of Alabama, and AutoCar, that are supported by 25 automotive suppliers.



The Organization

Jefferson County provides vital services to the residents of the county through approximately 2,500 employees in 35 departments with responsibilities and duties to include construction of roads and bridges, keeping our waterways clean, collecting and distributing motor vehicle taxes, plus more through the continued support of the economic growth and development of the county and surrounding areas. Our diverse group of employees utilizes their knowledge, skills and abilities by working together to provide quality and effective public services to our residents to ensure needs are met. Jefferson County contributes to and strengthens the quality of life of its residents for more economic prosperity by attracting new businesses and developing a quality workforce.

The County's mission, vision and core values drive all facets of its services, serve as the foundation of the organization's future, and encompass the ideals that guide decisions, shape culture, and establish standards.

- **Mission:** Providing exceptional, everyday service through character and competence
- **Vision:** To be a model local government that anticipates and meets the evolving needs of the diverse community with energy, character, dedication, and accountability
- **Core Values:** Transparency, Inclusion, Integrity, Innovation, Energetic Service, and Safety

Jefferson County's daily administration of county government is managed by a County Manager as the Chief Executive Officer. Under the County Manager form of government, the County Commission is the governing body of Jefferson County with five Commissioners elected from districts, for concurrent four-year terms. The Commissioners distribute the powers and duties conferred by law upon the County Commission and the members as they deem fit and efficient, and seek to promote the health, safety, and general welfare of the residents of Jefferson County.

About the Youth Detention Center

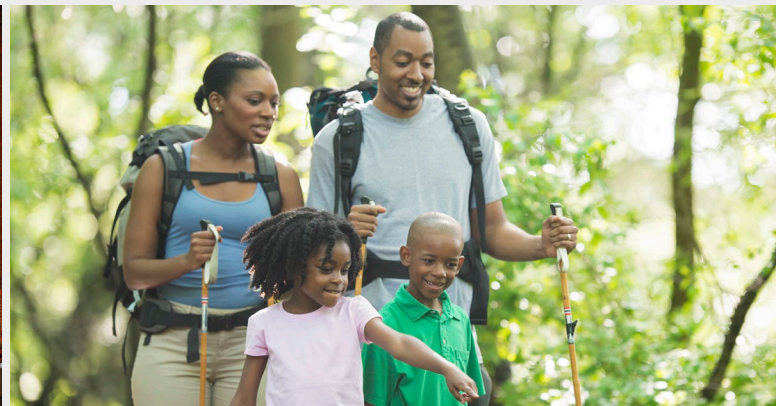
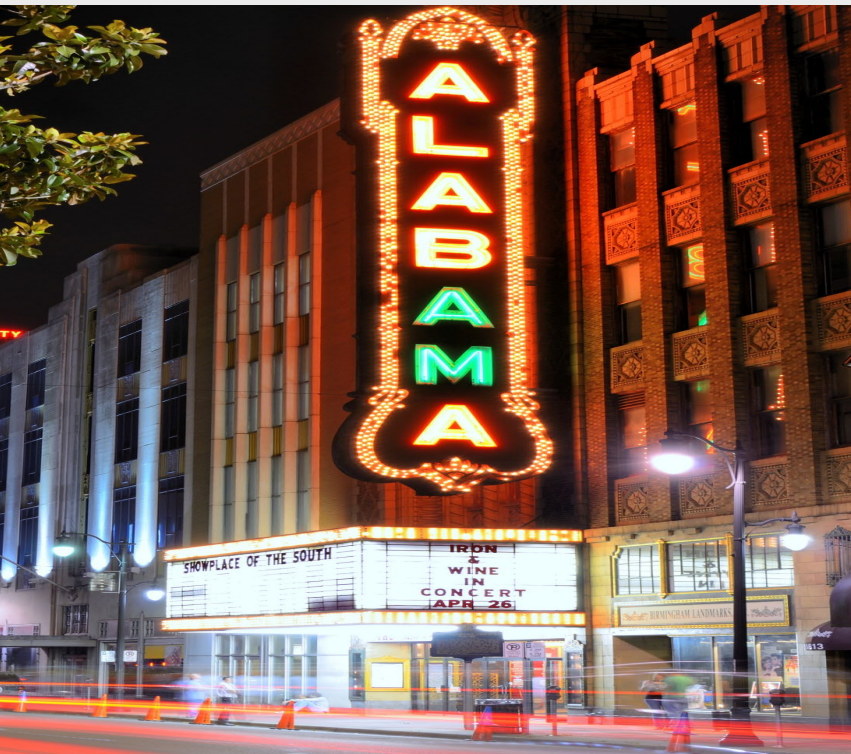
The Jefferson County Youth Detention Center is a licensed juvenile detention facility located in Jefferson County, Alabama and is operated by Jefferson County in accordance with licensed standards that are set forth by the Alabama Department of Youth Services (ADYS). The detention center is a secure facility for delinquent juveniles who have allegedly committed a criminal act, brought forth and detained by law enforcement agencies and court order. Rather than serving solely as a place of confinement, the Youth Detention Center stands as a center of intervention—where accountability is balanced with rehabilitation. Our mission is to create a safe and supportive environment that offers education, guidance, and opportunity, empowering every young person to pursue a more constructive and promising future.

At the heart of the center is a commitment to care and development. Residents are provided with access to education, medical and mental health services, counseling, and recreational activities. Daily routines are structured to promote discipline, responsibility, and respect, while focusing on reducing recidivism and supporting positive life choices.

Safety and compliance are central to our operations. The center adheres to strict federal, state, and local standards, with security protocols in place to protect youth, staff, and visitors. Our professional team is trained to foster an environment of fairness and dignity, ensuring that every young person is treated with respect while being held accountable for their actions. Additionally, employees at the detention center receive required training and comply with the Alabama Department of Youth Services state mandate in order to stay equipped with the knowledge, skills and abilities to perform their jobs effectively.

Community collaboration is a cornerstone of our work. We partner with courts, boards of education, law enforcement, and social service agencies to provide comprehensive support systems for youth and their families. These partnerships strengthen the continuum of care, helping young people transition successfully back into their communities.

The Youth Detention Center stands as a vital resource in the juvenile justice system and is audited annually by the Alabama Department of Youth Services and Alabama State Department of Education. By combining structure with compassion, accountability with opportunity, and safety with rehabilitation, the center reflects our belief that with the right support, young people can change the trajectory of their lives.



The Candidate Profile

The Juvenile Detention Director is responsible for providing strategic leadership and operational oversight of Jefferson County's Youth Detention Facility. This role ensures that the center operates as a safe, secure, and rehabilitative environment for residents while maintaining compliance with all applicable laws, regulations, and professional standards. The Director serves as the primary liaison between the detention center, county leadership, community partners, and oversight agencies, representing the facility in meetings, hearings, and public forums. The Jefferson County Youth Detention facility is a 24-hour, seven day a week residential center for youth. Residents are between the ages of 9 and 18, have committed a felony, and been ordered by Family Court into detention. The Jefferson County Youth Detention facility has an 80-bed capacity.

In this capacity, the Director manages daily operations and supervises staff to ensure accountability, professionalism, and adherence to established policies. They are tasked with developing and implementing procedures and programs that promote safety, rehabilitation, and efficiency. A critical aspect of the role is ensuring that youth receive appropriate educational, medical, mental health, and recreational services, while fostering a culture of respect, dignity, and fairness. The Director assists with facilitating the educational programs and ensures that residents receive instruction that aligns with the requirements of the Alabama State Department of Education to provide grade level appropriate curriculum and instruction in accordance with the Alabama Course of Study and / or the Individuals with Disabilities Act (IDEA) guidelines. The Director emphasizes evidence-based practices that support rehabilitation and reduce recidivism, helping young people transition successfully back into their communities.

The position also requires strong attention to compliance and safety. The Director oversees security protocols to safeguard youth, staff, and visitors, while ensuring the facility meets federal, state, and local requirements. They monitor facility conditions and address safety or maintenance concerns promptly. In addition, the Director prepares and manages the facility's budget, oversees resource allocation, and seeks out grants or funding opportunities to support programs and services.

Finally, the Director plays a vital role in community and stakeholder engagement. They collaborate with courts, law enforcement, school board, and social service agencies to strengthen support systems for residents and families. By building partnerships and fostering collaboration, the Director ensures that the detention center is not only a place of accountability but also a foundation for rehabilitation and growth. This position demands ethical leadership, strategic decision-making, and a deep commitment to youth development and public service.



Required Experience and Background

Degree Requirements

- Possesses a bachelor's degree in juvenile justice, criminal justice, corrections, public administration, education, social or behavioral sciences, business administration, or related field

Specific Experience

- Held role with progressive experience in a detention/correctional facility or with probation services
- Held managerial role within a detention/correctional facility or probation function

Experience managing a work unit

- Managed a work unit (10 or more people)
- Experience as a 2nd level manager (i.e., supervised a supervisor)
- Responsible for setting goals and making key decisions at a unit level
- Good knowledge of the principal and practices of accounting and the methods of administering and monitoring finances, including preparing, submitting, and managing a budget for a department
- Responsible for evaluating the performance of those within a unit

Experience implementing and monitoring work unit strategy

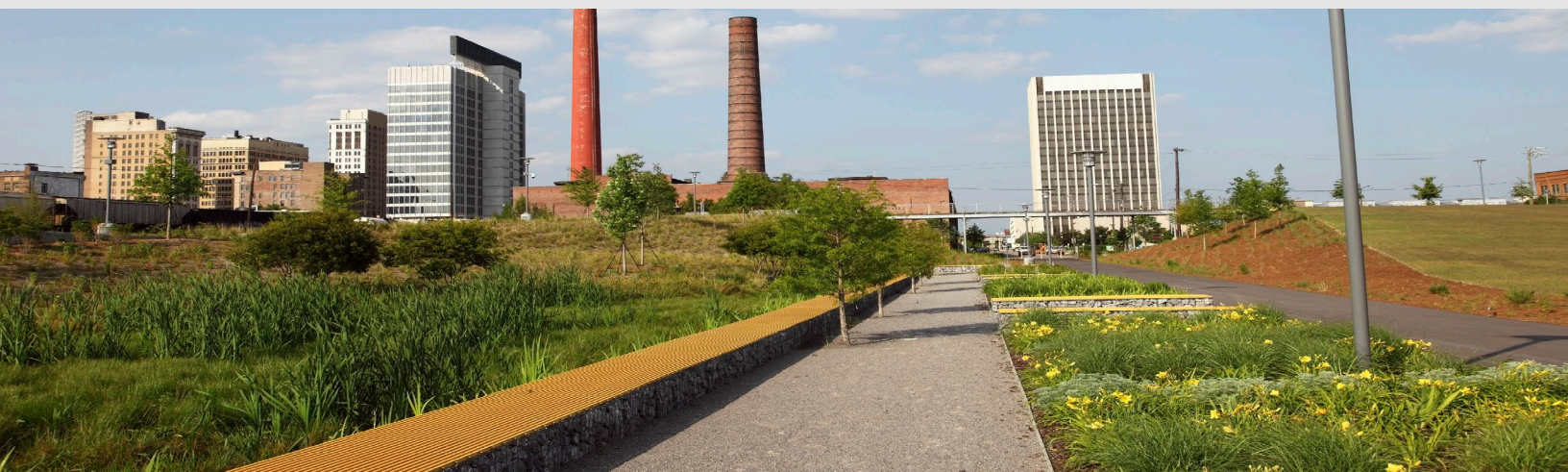
- Responsible for a concrete substantial change effort
- Developed and implemented a strategic initiative
- Responsible for managing and delivering results on several high-level projects at the unit level (i.e., more than individual level objectives)

Experience interacting with key internal and external stakeholders

- Experience working in a high stress environment involving multiple constituents and working under pressure, dealing with multiple deadlines, and plan workload
- Responsible for a function that delivers services to internal and external customers
- Held roles involving forging positive interpersonal working relationships
- Responsible for the development and growth of multiple others (e.g., coaching activities, formal mentoring)
- Responsible for delivering complex communications to multiple parties (verbal and/or written)

Experience working in environments that require adherence to high professional and ethical standards

- Exposure to essential work tasks and/or processes in non-profit or government, or in a private organization that has constraints resembling those in the public sector



Ideal Candidate

Degree and Certification Preference

- Advanced degree in criminal justice, corrections, public administration, social or behavioral sciences, business administration, or related field

Specific Experience

- Held role with progressive exposure to juvenile or youth services
- Experience working with, or knowledge of, court and probation systems
- Experience working with, or knowledge of, state and/or federal regulations relating to juveniles
- Considerable knowledge of current issues and developments in the field of Juvenile Justice in general and Juvenile Detention in specific
- Experience facilitating an education program to ensure students receive instruction that aligns with requirements by a governmental education agency to provide grade level appropriate curriculum in accordance with a mandated course of study.
- Experience overseeing volunteers, teachers, and contract providers

Experience managing a work unit

- Engaged in concrete personal development activities (e.g., formal programs, taking on stretch assignments, integrating a development plan into daily activities)
- Held roles in which they have delegated important responsibilities to others
- Proficient with maintaining cordial working relationships with supervisors, staff members, contractors, and the public
- Schedules and organizes a variety of activities involving numerous individuals
- Prepares professional written complex reports, correspondence, and forms relating to the staff and facility operations

Experience implementing and monitoring work unit strategy

- Responsible for guiding the implementation of an innovative solution (e.g., organizational process, product)

Experience interacting with key internal and external stakeholders

- Held roles in which they were responsible for resolving conflicts and driving consensus
- Responsible for completing a negotiation at work
- Makes oral presentations to groups and individuals concerning the detention care program
- Works with County Manager, Commissioners, elected officials and other department heads to discuss and coordinate various facets of the detention center

Experience working in environments that require adherence to high professional and ethical standards

- Demonstrates a track record of ethical professional behavior
- Demonstrates a track record of understanding and respecting the practices, customs, and values of people from different backgrounds, perspectives, and cultures



Compensation & Benefits

The starting salary will be commensurate with the selected candidate's qualifications, experience, and professional advancement with a salary range of \$159,000.00 to \$199,000.00, plus excellent benefits.

Employees enjoy reliable benefits and are offered a strong benefits package with options that truly work for all.

- Comprehensive medical benefits with low copays, low deductibles, and high levels of coverage after 30 days of employment for self and eligible dependents
- Dental and Vision insurance plans after 30 days of employment for self and eligible dependents
- Term Life Insurance and Voluntary Accidental Death & Dismemberment Insurance for self and eligible dependents
- Optional Healthcare and Dependent Care Flexible Spending Accounts (FSAs)
- Disability benefit options such as Short-Term Disability and Long-Term Disability
- Supplemental insurance options such as Group Accident, Group Critical Illness, and Group Hospital Indemnity
- Optional General Retirement System (Pension) enrollment and Deferred Compensation
- Paid vacation, sick leave, and holidays

Application and Selection Process

We invite well-qualified and interested professionals to submit applications and resumes online by visiting www.jeffersoncounty.jobsquest.org by **February 1, 2026**. All applications need to be submitted by 11:59 p.m. cst of the posted close date. Applications will be screened against criteria provided.

Applicants who apply for this position can be considered for other senior level exempt-executive positions (e.g., Deputy Director and Director level) of Jefferson County Commission should future vacancies become available.

An initial screening of applications will take place soon after the close date. If a sufficient number of well-qualified applications are not received by the initial close date, the job posting may be extended to allow additional applications.

For more information, contact:

Valarie Nealey | Recruiting and Placement Partner
NealeyV@jccal.org | 205-325-5836

April Carlisle | Recruiting and Placement Partner
CarlisleA@jccal.org | 205-582-6674

This position is not part of the Merit System and, therefore, is neither subject to the Rules & Regulations of the Personnel Board nor provided the rights of a Merit System. Should you have additional questions about this position, please contact the Jefferson County Human Resources Department at 205-325-5249.

