



## **CORR-CORRECTIONAL COMMANDER**

### **CHARACTERISTICS OF WORK:**

This is supervisory and administrative work involving the direction of Correctional Officers at a state institution or prison. Incumbents are responsible for the total operation of security housing units or for the total operation of complex functional units within security operations. Work involves assigning and inspecting the work of subordinate staff, assigning offender work stations, rendering administrative decisions relative to disciplinary action, and scheduling work shifts or duty posts for officers and offenders. Supervision is exercised over subordinate staff and is received from an administrative superior.

### **MINIMUM QUALIFICATIONS:**

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

### **EXPERIENCE/EDUCATIONAL REQUIREMENTS:**

#### **Education:**

Master's Degree from and accredited four-year college or university in Criminal Justice, Psychology, Social Work, Sociology, or a directly related field;

**AND**

#### **Experience:**

Two (2) years of experience in position(s) of progressive responsibility in the operational management of a correctional facility which houses offenders and provides treatment services.

**OR**

#### **Education:**

Bachelor's Degree from and accredited four-year college or university in Criminal Justice, Psychology, Social Work, Sociology, or a directly related field;

**AND**

**Experience:**

Three (3) years of experience in a position of progressive responsibility in the operational management of a correctional facility which houses offenders and provides treatment services.

**OR**

**Education:**

An Associate's Degree in Criminal Justice, Psychology, Social Work, Sociology, or a directly related field;

**AND**

**Experience:**

Five (5) years of experience in a position(s) of progressive responsibility in the operational management of a correctional component which houses offenders and provides treatment services.

**OR**

**Education:**

Graduation from a standard four-year high school or equivalent (GED);

**AND**

**Experience:**

Seven (7) years of experience in a position of progressive responsibility in the operational management of a correctional facility which houses offenders and provides treatment services.

**Substitution Statement:**

Directly related education and directly related experience may be substituted on an equal basis.

**Special Training and Age Requirements:**

In all cases, the applicant shall have attained twenty-one (21) years of age and shall have successfully completed the training program at the Mississippi Department of Corrections or the equivalent within another state, as approved by the Mississippi Department of Corrections.

**PHYSICAL REQUIREMENTS:**

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

**Light Work:** May frequently walk or stand and/or frequently exert force equivalent to lifting up to approximately 10 pounds and/or occasionally exert force equivalent to lifting up to approximately 20 pounds.

**Vision:** Requires the ability to perceive the nature of objects by the eye.

**Near Acuity:** Clarity of vision at 20 inches or less.

**Midrange:** Clarity of vision at distances of more than 20 inches and less than 20 feet.

**Far Acuity:** Clarity of vision at 20 feet or more.

**Peripheral:** Ability to observe an area that can be seen up and down or left and right while eyes are fixed on a given point.

**Depth Perception:** Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

**Ability to adjust focus:** Ability to adjust the eye to bring an object into sharp focus.

**Color Vision:** Ability to identify colors.

**Speaking/Hearing:** Possesses the ability to give and receive information through speaking and listening skills.

**Motor Coordination:** While performing the duties of this job, the incumbent is regularly required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The incumbent is frequently required to stand; walk; sit; and stoop, kneel, crouch, or bend. The incumbent is occasionally required to climb or balance.

### **COMPETENCIES:**

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

### **PUBLIC SECTOR COMPETENCIES:**

**Integrity and Honesty:** Demonstrates a sense of responsibility and commitment to the public trust through statements and actions.

Models and demonstrates high standards of integrity, trust, openness, and respect for others. Demonstrates integrity by honoring commitments and promises. Demonstrates integrity by maintaining necessary confidentiality.

**Work Ethic:** Is productive, diligent, conscientious, timely, and loyal.

Conscientiously abides by the rules, regulations, and procedures governing work.

**Service Orientation:** Demonstrates a commitment to quality public service through statements and actions.

Seeks to understand and meets and/or exceeds the needs and expectations of customers. Treats customers with respect, responding to requests in a professional manner, even in difficult circumstances. Provides accurate and timely service. Develops positive relationships with customers.

**Accountability:** Accepts responsibility for actions and results.

Is productive and carries fair share of the workload. Focuses on quality and expends the necessary time and effort to achieve goals. Demonstrates loyalty to the job and the agency and is a good steward of state assets. Steadfastly persists in overcoming obstacles and pushes self for results. Maintains necessary attention to detail to achieve high-level performance. Deals effectively with pressure and recovers quickly from setbacks. Takes ownership of tasks, performance standards, and mistakes. Has knowledge of how to perform one's job. Knows the organization's mission and functions and how it fits into state government.

**Self Management Skills:** Effectively manages emotions and impulses and maintains a positive attitude.

Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works effectively and cooperatively with others to achieve goals. Treats all people with respect, courtesy, and consideration. Communicates effectively. Remains open to new ideas and approaches. Avoids conflicts of interest. Promotes cooperation and teamwork.

**Interpersonal Skills:** Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Demonstrates cross cultural sensitivity and understanding. Identifies and seeks to solve problems and prevent or resolve conflict situations. Encourages others through positive reinforcement.

**Communication Skills:** Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Receives other cues such as body language in ways that are appropriate to listeners and situations. Takes into account the audience and nature of the information; listens to others, attends to nonverbal cues, and responds appropriately. May make oral presentations. Communicates ideas, suggestions, and concerns, as well as outcomes and progress throughout the process of an activity. Provides thorough and accurate information.

**Self-Development:** Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

Seeks efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development. Develops and enhances skills to adapt to changing organizational needs. Remains open to change and new information and ideas.

#### **TECHNICAL COMPETENCIES:**

**Security and Patrol:** Takes precautions to guard against illegal activity.

Conducts investigations into the security of the institutions or prison. Maintains security of facility. Prevents escapes, fires, and thefts. Performs thorough searches of all areas open to offenders to look for weapons, contraband, and damage. Maintains offender discipline in an assigned area. Recognizes unusual activity and takes appropriate action.

**Supervision and Control of Offender/Resident and Offender Details:** Supervises the behavior and work of offenders and/or residents.

Investigates infractions of rules by offenders and takes or recommends appropriate action. Enforces rules and regulations governing activities of offenders. Assigns offender work stations.

Supervises offenders in their assign activities. Maintains discipline and order according to guidelines.

**Managing Human Resources:** Plans, distributes, and monitors work assignments of other personnel.

Schedules work shifts and duty posts. Supervises, assigns, and checks the work of Correctional Officers. Makes frequent inspections to ensure that assigned duties are adequately performed, that offenders are properly treated, and that living quarters are clean and orderly.

**MANAGEMENT COMPETENCIES:**

**Emotional Maturity:** Conducts oneself in a professional, consistent manner when representing the organization.

Has the ability to work through adversity and hold self and others accountable for work actions.

**Macro Oriented:** Exercises good judgment; makes sound, well-informed decisions.

Understands and appropriately applies procedures, requirements, and regulations related to specialized areas of expertise.

**Working Through Others:** Supports, motivates, and is an advocate for staff.

Reinforces and rewards team efforts and positive behaviors. Is fair, yet firm with others. Monitors workloads and provides feedback.

**Results Oriented:** Plans effectively to achieve or exceed goals; sets and meets deadlines.

**ESSENTIAL FUNCTIONS:**

**Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:**

1. Plans and organizes activities and work.
2. Supervises lower-ranking Correctional Officers.
3. Maintains security of a facility.
4. Conducts investigations.
5. Maintains accurate records.

**EXAMPLES OF WORK:**

**Examples of work performed in this classification include, but are not limited to, the following:**

Serves as Watch Commander.

Makes administrative decisions concerning disciplinary actions.

Supervises Correctional Supervisors in the operation of offender housing units.

Schedules work shifts and duty posts.

Conducts investigations into the security of the institution or prison.

Requisitions supplies and equipment for prison or institutional work force as needed.

Directs the accounting, care, and upkeep of many items of State property.

Supervises, assigns, and checks the work of Correctional staff in a lower classification.

Makes frequent inspections to ensure that assigned duties are adequately performed, that offenders are properly treated, and that living quarters are clean and orderly.

Investigates infractions of rules by offenders and takes or recommends appropriate action.

Maintains a synopsis of occurrences during tour of duty.

Enforces rules and regulations governing activities of offenders; prepares disciplinary reports.

Maintains a certified offender count log.

Performs related or similar duties as required or assigned.

**INTERVIEW REQUIREMENTS:**

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.