



VACANCY

CHIEF OF SECURITY

Blue Ridge Juvenile Detention (BRJD) is committed to excellence in public safety by providing effective interventions that improve the residents' lives by strengthening families and the communities we serve. BRJD is seeking a qualified **Chief of Security** to manage the daily security operations of a multi-jurisdictional juvenile detention facility by supervising staff and coordinating security, population and transportation to ensure compliance with procedures and standards. Incumbent will supervise, monitor, and control the activities of all Blue Ridge Juvenile Detention security staff to ensure compliance with facility policies and operating procedures. The Chief of Security will provide direct supervision to the Shift Supervisors. Incumbent will ensure facility posts are properly staffed; policy and procedures are followed, and all applicable Virginia State standards are adhered to. The Chief of Security will be responsible for daily inspections of the facility in compliance with operating procedures, monitor timekeeping of all facility assigned security staff, investigate incidents involving staff and make recommendations to the facility Director regarding proper disciplinary action. Serves as the facilities Training Coordinator designing and implementing training courses to meet the BRJD's changing needs. Maintains facility staff training records and ensures all training is in compliance with policies and standards. The incumbent will be certified as a Handle with Care and CPR/First Aid Instructor and will be the primary trainer for all staff. The position is responsible for maintaining radio licensure and ensuring radio equipment is maintained. Incumbent will intervene in crisis situations and assist in conflict resolution with both facility security staff and residents. Serves as a member of the facility administrative team; provides administrative backup on a 24-hour rotating basis to respond to emergency situations and/or provide direction to subordinate staff; conducts and attends meetings and training as required and necessary. Facilitates and assists in all steps of the hiring and selection process for security staff to include recruitment, interviewing, follow-ups, references, and onboarding.

Additional responsibilities of the Chief of Security will include but are not limited to: proactively developing comprehensive security audit processes, conducting, coordinating, and leading annual security audits of the facility, conducting and assisting in investigations of security breaches, recommending revisions to formal training content and assess the security system needs and make recommendations on appropriate upgrades, repairs, replacement, installations of security systems to reduce risk and ensure the safety of staff, residents, and the public.

Consults regularly with the Deputy Director relative to Standards Compliance. Completes other facility related duties as assigned by the facility Director or Deputy Director. This position is considered exempt under the Fair Labor Standards Act (FLSA) and is directly supervised by the Director. Successful completion of a comprehensive Child Protective Services and criminal background investigation required. Must possess a valid VA driver's license by time of employment and become competent in Handle with Care defensive techniques. Must successfully complete a physical examination and pass a pre-employment drug screen. The incumbent is required to serve a one-year probationary period.

MINIMUM QUALIFICATIONS: Extensive, progressively responsible supervisory, administrative and managerial experience in secure residential setting is required. Considerable knowledge of facility operation and security issues in a secure environment, security procedures, electronic security systems, and maintenance of systems,

appropriate use of security equipment and acceptable facility practices and standards. Experience in performing and supervising security practices and verbal and physical interventions. Experience in interpreting data, policies and procedures; and making recommendations related to management, operational issues, and resource deployment. Experience developing procedures, standards, regulations, goals and strategies. Experience in emergency planning and management. Knowledge of safety and fire procedures and regulations. Demonstrated ability to develop appropriate security programs; comprehensive planning and project implementation; perform and manage large-scale projects and evaluate security program, policy, and procedure effectiveness.

Demonstrated ability to organize, direct, schedule, facilitate, evaluate and document the work of others; coordinate the day-to-day needs of multiple projects, developing effective working relationships with all levels of management and the public. Ability to communicate effectively both orally and in writing

EDUCATION AND EXPERIENCE: Post-secondary degree from an accredited college/university with coursework in public or business administration, criminal justice, or similarly related field and five years of related supervisory experience or any combination of education and experience equivalent to a bachelor's degree and five years of related experience. A total of ten (10) years of progressively increasing experience in a secure setting may be substituted for the education requirement. Candidate must be able to demonstrate a working knowledge of the Prison Rape Elimination Act (PREA) standards.

Experience in juvenile justice is preferred. Position requires exceptional leadership qualities, deportment, and excellent managerial, organizational, communication and computer skills.

PHYSICAL REQUIREMENTS AND WORK CONTACTS: Work is typically in an institutional setting as well as in an office environment. Frequent walking is required. Physical confrontation with juvenile offenders may occur on an irregular basis. Regular contact is made with Administrative Staff, juvenile residents, parents/guardians, Sheriff Deputies, court officials, school officials, collateral agencies and the general public. Must be physically capable of doing the following:

- Respond to auditory and visual signals and alarms
- Operate a standard computer keyboard and a variety of communications and security equipment
- Retrieve written data from official documents, logs, and computer terminals
- Perform usual motor skills and movements involved in walking, moving, climbing, carrying, bending, kneeling, crawling, reaching, sitting, standing, pushing, pulling, and lifting and handling objects that weigh less than 40 pounds
- Complete Handle with Care Instructor certification
- Vision requirements must meet the standards as required by the Division of Motor Vehicles

HIRING RANGE: Commensurate based on experience and qualifications.

SALARY RANGE: \$66,434 - \$99,650 / annually.

DEADLINE FOR APPLICATIONS: September 26, 2025

HOW TO APPLY: Submit a VA State Application to:

Blue Ridge Juvenile Detention
195 Peregrine Lane
Charlottesville, VA 22902
Fax: 434-951-9346 or

APPLICATION LINK: [Employment Opportunities](#)
[State Application \(PDF\)](#)
[State Application \(Word\)](#)

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