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CORRECTIONAL OFFICER 5

Nature of Work

Under general supervision, performs administrative or supervisory duties as a shift or unit supervisor, Chief Correctional Officer, or in a mid-level specialized supervisory or administrative position. The officer manages or supervises the enforcement of rules, regulations and state law necessary for the control and management of offenders and the maintenance of public safety. The officer plans, directs and reviews the work of subordinates or performs administrative duties related to the security or operation of a specialized unit. Performs related work as required.

Distinguishing Characteristics

Factors such as size of correctional officer complement or offender population are considered in determining assignment of a position to this rank. Holds the assigned rank of Lieutenant.

Examples of Work

Ensures security of perimeter and points of ingress/egress.
Identifies posts and ensures adequate coverage; ensures controls are in place regarding searches to detect and discourage the introduction, manufacturing and trafficking.
Functions as the designee for chief executive officer of the operational unit, as directed.
Maintains public safety and control of offenders through efficient management of correctional officer work force.
Conducts, assigns, supervises and/or evaluates required security audits and inspections and takes appropriate follow-up action.
Chairs or participates in staff team or committee meetings.
Conducts, assigns, supervises and or evaluates inquiries or investigations and takes appropriate action.
Participates in or conducts segregation reviews.
Testifies at internal disciplinary hearings and in court.
Ensures monitoring of disruptive and high-profile offenders.
Assists in selection, hiring and promotion of staff.
Prepares work schedules, makes required adjustments and maintains leave, overtime and attendance records; ensures equitable rotation of correctional officers.
Ensures subordinates complete required training.
Ensures performance evaluations are completed; delegates and monitors subordinates' assignments; recommends staff commendations and disciplinary actions.
Encourages staff mentoring, development and advancement.
Listens to problems and concerns of staff and resolves them through appropriate action; makes referrals to employee assistance programs.
Recognizes and directs the response to potential or actual emergencies such as, but not limited to fires, physical altercations, disturbances or escapes in a manner consistent with policy procedure and state law.
Ensures offender escort/transport security.
Ensures key and weapon control.
Handles and operates security/communications equipment and/or firearms as required, and in a manner, consistent with policy procedure.

Knowledge, Skills and Abilities

Knowledge of correctional security, treatment and support program operations.

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Knowledge, Skills and Abilities (cont'd)

Knowledge of policy directives of the agency and pertinent sections of the West Virginia State Code.

Ability to organize, plan, delegate and supervise to effectively utilize human and material resources.

Ability to follow and issue written and oral direction within a formal chain of command.

Ability to recognize, correctly assess, respond to and direct the action of subordinates during potential and actual emergencies such as, but not limited to fires, altercations, disturbances or escapes in manner consistent with policy and procedure which ensures public safety.

Ability to interact positively with staff, inmates and the general public.

Ability to run, jump, climb stairs and physically restrain violent residents.

Ability to conduct training of employees.

Ability to safely handle and use firearms, chemical agents and mechanical restraints and to obtain certification in the use of this equipment.

Ability to conduct correct contraband searches.

Ability to use a computer terminal for entry and retrieval of data.

Minimum Qualifications

Training: Graduation from a standard high school or the equivalent.

Experience: Five (5) years of full-time or equivalent part-time paid experience as a correctional officer, probation/parole officer, any US Military Service (Part-time National Guard service may be included as military service using the Division of Personnel's internal conversion calculation), police officer or in criminal justice or related field.

Substitution: Successfully completed coursework from a regionally accredited college or university in corrections, criminal justice or related field may be substituted for the required experience at a rate of one (1) year for every thirty (30) hours of study.

Conditions of Employment

Applicants must successfully complete competitive promotion selection process governed by agency policy.

Applicants must successfully complete a psychological examination prior to appointment and as required thereafter.

Applicants must successfully complete a medical examination prior to appointment and as required thereafter.

Applicants must successfully complete a physical performance test prior to appointment and annually thereafter.

Applicants must successfully complete a chemical urinalysis drug-screening test prior to initial employment. All employees in this job class shall be subject to random drug testing, as well as drug testing for reasonable suspicion as set forth in agency policy.

Applicant's character and suitability for employment as a Correctional Officer must be verified through an agency investigation prior to employment.

Applicant's background must be clear of felony convictions.

Applicant's background must be clear of any activity prohibited by the Prison Rape Elimination Act.

Applicants are subject to recurring background checks as may be required by law, rule, standard, or policy.

Applicants will be required to work various shifts and it is understood schedules are subject to change at any time.

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Conditions of Employment (cont'd)

Applicants are subject to mandatory overtime requirements and must be available for assignment to any location in the State of West Virginia.

Applicants must possess a valid driver's license prior to appointment and continuously maintain such license while employed in this classification.

Applicants must maintain a working telephone in order for the agency to contact them.

Applicants shall successfully complete training as may be required by policies established by the Commissioner or as may be required by law, rule, or standard.

Applicants must possess the ability to perform the essential functions and tasks of the classification.

Applicants shall successfully complete a Supervisor Training Course within six (6) months of promotion.

Established: 04/01/1994

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