

EXECUTIVE DIRECTOR

Alabama Department of Youth Services

Position Overview

The Alabama Department of Youth Services Board is accepting applications for a full-time Executive Director who reports to the Youth Services Board and oversees all operations of the Department.

Minimum Starting Salary: \$135,000 (actual salary range is commensurate with qualifications and experience)

MINIMUM QUALIFICATIONS

- Master's degree in behavioral or social science, or a related field, from an accredited school.
- At least six years of experience in services to children and youth, including at least three years in juvenile delinquency services.
- The last three years of qualifying experience must have been in an administrative and/or management position, with demonstrated competence as indicated by promotion or other indications of responsibility.

DEPARTMENT SCOPE

The Department is Alabama's state juvenile correctional agency established to enhance public safety through accountability and rehabilitation of delinquent youth. The agency accepts custody and is responsible for placement, care, and rehabilitative treatment of youth adjudicated delinquent by Alabama's juvenile courts. The Executive Director leads a broad statewide system that extends beyond institutional operations.

Facilities & Capacity

Operation of the Mt. Meigs, Vacca and Autauga campuses, along with additional bed-space resources provided through contracts with private providers.

Licensing & Oversight

Licensing of public and private juvenile facilities and programs, and technical assistance and monitoring related to the Prison Rape Elimination Act.

Education

Oversight of an accredited special public-school district serving youth in the juvenile justice system.

Community-Based Services

Design, implementation, and monitoring of county- and state-based diversion options that support courts, communities and youth who can safely remain at home with effective services.

Additional Responsibilities

- Oversight of specific programs, including treatment for juveniles with illegal/problematic sexual behavior (ABSOP).
- Leadership and oversight of programmatic and research agreements with universities and other partners.
- Responsibility for the Interstate Compact for Juveniles.
- Executive leadership of the agency's workforce and administrative operations, including supervision of personnel, budgeting, contracting, coordination with other agencies, and implementation of Board policies.

LEADERSHIP PROFILE

The Youth Services Board is seeking an executive who understands adolescent development, juvenile justice practice, system collaboration, organizational leadership and the operational demands of secure and community-based services.

Youth Development & Rehabilitation

- Knowledge of adolescent development and approaches to working with youth in the juvenile justice system.
- Knowledge of delinquency risk factors, protective factors, and evidence-based practices and interventions that reduce delinquency.
- Understanding of rehabilitation approaches and programming that support positive outcomes for youth.

Secure Care & Community Services

- Experience working with delinquent youth in congregate care and secure facility settings, as well as in the community.
- Understands and is committed to safety and order when providing education, programs and services for youth in secure and congregate care environments.
- Knowledge of juvenile justice trends at the state and national levels.
- Understands regulatory oversight, licensing, standards and compliance applicable to juvenile facilities and programs.

Multi-System Collaboration

- Understanding how child welfare, education, mental health, juvenile courts, public health and Medicaid intersect for youth involved in multiple systems.
- Demonstrated experience collaborating at the local and/or state level to facilitate and/or fund programs for youth.
- Ability to establish and maintain effective professional relationships with courts, child-serving agencies and external partners.

Executive Management

- Strong organizational skills and the ability to conceptualize solutions to complex issues, manage projects to completion, and implement Board policy.
- Understanding of the budgeting process and local, state and federal funding sources.
- Commitment to data-informed decision-making and evaluation of programs and performance.

Workforce Leadership

- Ability to motivate, organize and support staff at all levels of the Department.
- Ability to promote consistency, professionalism and commitment to the Department's mission and vision.
- Strong written and verbal communication skills.

Education, Government & Partnerships

- Knowledge of the unique educational needs of youth in the juvenile justice system.
- Demonstrated ability to work effectively with legislators.
- Ability to sustain productive partnerships with universities, community organizations, service providers, volunteers and benefactors.

Institutional and Community Partnerships

The Board places value on maintaining established partnerships that support research, program development, training and direct services. Current examples include the Alabama Writers Forum, Auburn University Psychology Department, The University of Alabama School of Social Work, Troy University, Auburn University Montgomery, Boys & Girls Clubs, Faith-based organizations, job-readiness programs and mentoring.

BOARD PRIORITIES FOR THE EXECUTIVE DIRECTOR

Youth Outcomes: Advance rehabilitation through effective programming, evidence-based practices and services responsive to adolescent development and treatment needs.

Workforce Development: Maintain a trained, professional, committed workforce and provide leadership that motivates and supports employees and the department's values across the organization.

Public Stewardship: Manage resources conservatively and responsibly, with attention to taxpayer expectations, results and accountability.

Legislative & System Relationships: Maintain constructive relationships with the Alabama Legislature, courts, child-serving agencies and community partners.

Data & Performance: Continue the Department's movement toward data-informed decision-making, program evaluation and performance management.

APPLICATION REQUIREMENTS

Applicants must submit all required materials listed below. Incomplete application packages may not provide the Search Committee with the information identified in the announcement.

- Resume and cover letter.
- Copy of all college transcripts.
- Two letters of recommendation confirming successful work experience requirements.
- Two letters of recommendation confirming personal commitment, character and attributes relevant to the position.

SUBMISSION

Email or Mail complete application materials to:

DYS Executive Director Search Committee

Attn: Ms. Janetha Isaac, Director

DYS Human Resources

P.O. Box 66

Mt. Meigs, AL 36057

Janetha.Isaac@dys.alabama.gov

APPLICATION DEADLINE

October 22, 2026

All application materials must be received by this date.

Department Information

Additional information regarding population statistics, division programs and budgeting activities is available at www.dys.alabama.gov

Alabama State Employee Information and Benefits

www.personnel.alabama.gov/benefits