

CORRECTIONS SUPERINTENDENT

PREAMBLE

The Corrections Superintendent (SU2) position is accountable for the highest management and operational level within a correctional centre.

CORRECTIONS SUPERINTENDENT (SU2)

GENERAL INTENT

The Superintendent is accountable for ensuring the operations and management of a correctional centre in a manner which contributes to the protection of society by creating and sustaining an environment that encourages rehabilitation of inmates while exercising reasonable, safe, secure and humane supervision and custody of inmates within the centre, 24 hours per day, 365 days per year.

Inmate populations may include sentenced and/or remanded and/or arrested adults and/or youths with diverse cultural, social and economic backgrounds and varying rehabilitative needs.

In addition, the overall leadership of the centre and accountabilities of supervision direction and human resource management for respective staff falls within this position.

The Corrections Superintendent (SU1) level is used as an underfill level in order to allow adequate time for the development and experience required to be promoted to the full working level - Corrections Superintendent (SU2).

Responsibilities include:

- Providing vision, strategic leadership, and community liaison for the correctional centre;
- Planning and providing direction for the centre regarding health and safety, efficiency, and financial management;
- Managing human resource activities, including staffing, performance management and labour relations;
- Ensuring physical safety of offenders and staff;
- Ensuring offender risk management and offender security classification practices are adhered to;
- Ensuring the provision and promotion of a variety of programs and services through the contract and/or internal staff (high-risk offender rehabilitation and reintegration programs; Spiritual/Chaplain and Aboriginal caregiver services; health services)

- Ensuring safety and security of the centre through contingency planning, specialized training of staff, and support/deployment of external enforcement agencies for daily care and control and major crisis;
- Ensuring effective management and on-site control in a major crisis, such as a riot, staff walkout, offender death, assault or natural disaster; and.
- Ensuring resolution of complaints and/or investigations for a variety of staff and offender issues.

CORRECTIONS DEPUTY SUPERINTENDENT

PREAMBLE

The Corrections Deputy Superintendent (DU2) is considered the second-in-command level to the Superintendent within a correctional centre.

GENERAL INTENT

Reporting to the Corrections Superintendent, the Deputy Superintendent manages the day-to-day operation of a correctional centre in a manner which contributes to the protection of society by creating and maintaining an environment that is safe, secure, and provides a humane environment to effectively manage the custodial sentences of inmates so as to reduce their risk to the community upon reintegration.

The Deputy Superintendent is responsible for the management and supervision of all aspects of unit activity including security and safety, operations, case management, education and intervention, staff deployments and scheduling, for a centre that operates 24 hours per day, 365 days per year. Serving as a member of the senior management team, the Deputy Superintendent is an assistant and advisor to the Superintendent and in the absence of the Superintendent, acts in their place.

The Corrections Deputy Superintendent (DU1) level is used as an underfill level in order to allow adequate time for the development and experience required to be promoted to the full working level – Corrections Deputy Superintendent (DU2).