The Texas Juvenile Justice Department (TJJD) provides for the care, custody, and rehabilitation of the children who need you the most.

TJJD is seeking energetic, caring adults who want to make a difference in the lives of young Texans. As a youth development coach (Coach) for TJJD, you have the unique opportunity to be a positive role model for young people in need.

In order to give these young people the best chance for a fresh start, our youth development coaches provide them with the support and safety they need to develop critical problem solving skills and interrupt cycles of negative behavior.

Don’t waste time at a job when you can have a career with TJJD. Make a difference in the lives of young people who need you. Check with your employment recruiter to find out about current vacancies and opportunities.

No experience? No problem. TJJD provides approximately 300 hours of paid training within your first year of employment.

Applications are available on our website:
tjjd.texas.gov/Careers.aspx
NOW HIRING FUTURE LEADERS...

EXCEPTIONAL BENEFITS

- Paid Days Off: Sick leave, vacation, and holidays
- Retirement: Employees Retirement System of Texas
- Health Insurance: State pays 100% of full time employees plan and 50% of dependent’s plan
- Optional Insurance Coverage: vision, dental, term life, accidental death and dismemberment, and short and long term disability
- Flexible Spending Accounts: Health care, dependent care expenses, and commuter spending
- Deferred Compensation: 401(k) and 457 plans through Texa$aver Program
- Additional Benefits: Hazardous duty pay, free meals while on duty, education assistance, employee assistance program, and Texas Legal Protection Plan

EXCEPTIONAL PAY

<table>
<thead>
<tr>
<th>MONTHS OF SERVICE</th>
<th>LEVEL</th>
<th>MONTHLY SALARY</th>
<th>ANNUAL SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-6 months</td>
<td>Coach III</td>
<td>$3,019.83</td>
<td>$36,238</td>
</tr>
<tr>
<td>7-18 months</td>
<td>Coach III</td>
<td>$3,191.83</td>
<td>$38,302</td>
</tr>
<tr>
<td>19-30 months</td>
<td>Coach IV</td>
<td>$3,284.25</td>
<td>$39,411</td>
</tr>
<tr>
<td>31-54 months</td>
<td>Coach IV</td>
<td>$3,378.83</td>
<td>$40,546</td>
</tr>
<tr>
<td>55-78 months</td>
<td>Coach IV</td>
<td>$3,480.75</td>
<td>$41,769</td>
</tr>
<tr>
<td>79-102 months</td>
<td>Coach V</td>
<td>$3,587.42</td>
<td>$43,049</td>
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<tr>
<td>103+ months</td>
<td>Coach V</td>
<td>$3,770.83</td>
<td>$45,250</td>
</tr>
</tbody>
</table>

Competitive Selection
Sr. Coach $3,955.75 $47,469+

Coach Career Ladder stops at Coach V.
Sr. Coach requires a competitive selection process.

EXCEPTIONAL REWARDS

Homes for Texas Heroes

The “Homes for Texas Heroes” home loan program, administered by the Texas State Affordable Housing Corporation (TSAHC), is available to TJJD youth development coaches as well as other TJJD employees who qualify for hazardous duty pay. The program can help eligible first-time home buyers realize their dream of home ownership. This program offers:

- 30 year fixed rate mortgage
- Low interest loan, below market rate
- 5% down payment Grant
- Since grant money does not have to be repaid, it is like having money in your pocket.

NOW HIRING FUTURE LEADERS...

...FOR A CAREER THAT CHANGES LIVES.