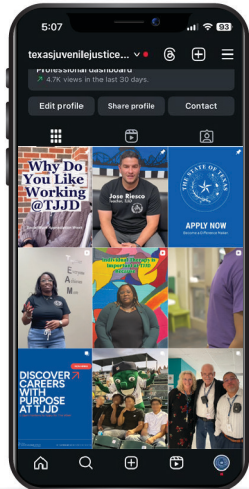


ERS Benefits For Our Employees

- ▶ 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 TexaSaver Program.
- ▶ **Eligible FOR HOMES FOR TEXAS HEROES PROGRAM**, which helps first-time home buyers get a 30-yr mortgage at a fixed, below-market rate and provides down payment grants.

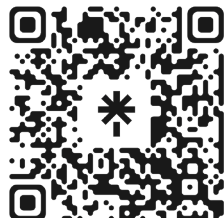
Culture at TJJD

At the Texas Juvenile Justice Department, culture is rooted in our shared commitment to transform young lives and create safer communities. Staff work as a unified team, guided by a strong focus on safety, trust, and professionalism – where employees support one another, communicate openly, and take ownership of their impact. Grounded in values like integrity, excellence, and growth, TJJD fosters a culture where staff are encouraged to continuously improve and make a meaningful difference every day.



Social Media

See what its like to work at TJJD on our socials



Meet our JCOs



Sharon Jones, JCO – Working at TJJD has been a tremendous blessing and at times very challenging! As a JCO...I find it to be gratifying and when you stay prayerful, focused, confident, committed and consistent, everyone wins.



Joshua Vargas, JCO III – Working as a Juvenile Correctional Officer with TJJD for over 1.5 years has been a deeply meaningful experience. I have learned the vital importance of structure, patience, and consistency when working with youth. My role goes beyond security; I strive to be a positive, steady presence for those in my care. Every day strengthens my skills in effective communication and crisis de-escalation. I focus heavily on providing the guidance, accountability, and encouragement needed to help these individuals build brighter futures. Ultimately, I am proud to belong to a dedicated team focused on rehabilitating Texas youth.

Get in Touch

Visit our careers page to view our open positions.



SCAN QR CODE

- ☎ (512) 490-7670
- ✉ hrjobs@tjjd.texas.gov
- 🌐 www.tjjd.texas.gov/careers



TJJD is an agency of the State of Texas and is an equal opportunity employer.



Become a Juvenile Correctional Officer

BE A DIFFERENCE MAKER!

Positions available in:

Brownwood | Gainesville | Giddings | Edinburg | Mart
San Antonio | El Paso | Harlingen

About Us

At the Texas Juvenile Justice Department (TJJJ), we are committed to transforming young lives and creating safer communities across Texas. Our goal is to help high-risk youth rehabilitate and lead successful, productive lives by equipping them with the skills through TJJJ's Texas Model. When you join TJJJ, you join a team of difference makers—where the work you do changes lives every single day.

What you'll do

- **Working as a Juvenile Correctional Officer (JCO)** at TJJJ means stepping into a fast-paced, structured environment where safety, consistency, and mentorship all happen at once. Each shift begins with a team briefing and then you move into supervising youth through their daily routines—waking up, meals, school, and programming. You're responsible for maintaining order and security while keeping youth on schedule, managing transitions, and staying constantly aware of your surroundings.
- **Throughout the day, you're a coach and role model.** You help youth understand their reactions to stress, guide them through conflict, and reinforce positive behavior in real time. Using trauma-informed practices, you balance firm boundaries with empathy, helping youth build emotional regulation skills and make better decisions. You also document behavior, contribute to treatment plans, and work closely with your team to support each youth's progress.
- **Some moments are challenging,** requiring you to stay calm under pressure and respond quickly to de-escalate situations or ensure safety. **But the impact is real.** Every interaction is an opportunity to teach, redirect, and support change.

By the Numbers

2,664

Number of Youth Served by TJJJ During Calendar Year 2025

Juvenile Correctional Officer II-IV Salary Range

w/ 15% leg. incr. for FY26 (Effective 09/01/2025 – 08/31/2026)

Title	Full-Time JCOs	Full-Time Specialized JCOs	Full-Time Months of JCO Service
JCO II	\$4,568.72	\$4,768.40	0 – 6 Months
	\$4,796.19	\$5,007.24	7 – 18 Months
JCO III	\$4,918.42	\$5,135.58	19 – 30 Months
	\$5,043.49	\$5,266.93	31 – 54 Months
JCO IV	\$5,178.28	\$5,372.41	55 – 78 Months
	\$5,319.36	\$5,556.58	79 – 102 Months
	\$5,561.91	\$5,811.27	103+ Months

JCOs can advance to the JCO Supervisor, (B20 – \$5,806.47) or the JCO Supervisor – MHTP/CSU/VIC/IIP/CSA/CSS (B20 – \$6,069.56) by applying for announced position vacancies and being selected for the vacancy through the competitive selection hiring process.

Title	Monthly Pay, Full-Time JCOs	Monthly Pay, Full-Time Specialized JCOs	Monthly Pay, Full-Time CSA / CSS JCOs Only
JCO Supervisor	\$5,806.47	\$6,069.56	\$6,069.56

Definition of Specialized JCOs

A Specialized Juvenile Correctional Officer (JCO) works in targeted treatment units such as MHTP, CSU, BSU, VIC, or VIP/IIP, supporting youth with specific behavioral or mental health needs. In addition to core JCO duties, they use specialized training and experience to apply focused interventions, collaborate with clinical teams, and provide structured, trauma-informed care tailored to the population they serve.

Juvenile Correctional Officer Job Description



The Juvenile Correctional Officer at the Texas Juvenile Justice Department provides direct supervision, care, and structured guidance to youth in a secure residential setting. This role focuses on maintaining a safe and orderly environment while supporting rehabilitation through trauma-informed practices, behavior management, and skill development. JCOs implement daily programming, enforce facility rules, respond to incidents, and collaborate with multidisciplinary teams to support individualized treatment plans. The position requires strong communication, sound judgment, and the ability to balance security responsibilities with positive youth engagement.

Minimum Qualifications

- Must be at least 21 years of age with a high school diploma or equivalent.
- Ability to pass a criminal background check, drug screening, and fitness-for-duty assessment.
- Ability to obtain and maintain required certifications, including Use of Force, First Aid, and CPR.
- Ability to work a flexible schedule, including nights, weekends, holidays, and overtime as needed.
- Ability to maintain professionalism, sound judgment, and emotional control in high-stress situations.