Recruiting Services Programs

Tennessee Leaders of Tomorrow Internship—Internship programs provide value to the State of Tennessee and State agencies through promoting the work of state government, fill temporary work needs, and develop potential future employees. Agencies can submit their request for interns (3) three times per year.
For more information, please contact:
TNState.Internships@tn.gov

Second Chance Employment—A program for formerly incarcerated individuals whose life choices and circumstances caused a disadvantage in obtaining a stable employment and equal opportunity. SCE provides an avenue to tap into a disregarded talent pool and offer individuals an equal opportunity.
For more information, please contact:
SecondChances.Work@tn.gov

Hiring Our Heroes Program—HOH is a Department of Defense fellowship program, under the US Chamber of Commerce Foundation. This program provides transitioning service members with management training and hands-on experience to provide a smooth transition into the civilian workforce. This is a 12-week program that runs 3 times per year.
For more information, please contact:
Veterans.Hiring@tn.gov

We are proud to have over 2,800 veterans* serving in Tennessee State Government.

*As of June 30th, 2024. Veteran status is a voluntary employee identification.

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Tennessee State Government is actively seeking: military service members, veterans, and veterans' spouses to join our team and help drive positive change in our communities.

Your experience, leadership, dedication, and expertise has equipped you with skills and qualities which we value deeply.

Service in state government allows you to continue serving the public while growing professionally and thriving in an environment that values your talent. You'll also receive a competitive and comprehensive salary and benefits package while enjoying the balance of the state's workplace flexibility.

Employment Opportunities

Scan The QR Code Below

Visit our career site to learn more, explore job openings and apply now!

Contact Information

For more information, visit **www.TN.gov/Careers**

Follow Us on Social Media

for news, updates, events, spotlights, and more!

https://www.linkedin.com/company/state-of-tennessee/

Instagram: @insideteamtn

X: @DOHRtn



Department of Human Resources

Military Service Members, Veterans & Veterans' Spouse Employee Benefits Information

Employee Benefits

Annual and Sick Leave—Beginning on the first day of employment, employees have access to 12 days (90 hours) of Annual Leave and 12 days (90 hours) of Sick Leave per year. The amount of leave increases periodically based on years of service.

Veterans' Sick Leave—In addition to the sick leave granted under T.C.A. § 8-50-802, an employee veteran with a service-connected disability of thirty percent (30%) or more shall receive thirty-six (36) hours of leave each year to be used to attend appointments related to the service-connected disability.

Military Leave—shall be granted to uniformed servicemembers who are absent from their position because of the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority. Such circumstances include, but may not be limited to:

- Active duty and active duty for training
- Initial active duty for training
- Inactive duty training
- Full-time National Guard duty
- Absence from work for an examination to determine a person's fitness for any of the above types of duty
- Funeral honors duty performed by National Guard or Reserve members
- Duty performed by intermittent employees of the National Disaster Medical System (NDMS)
- Activation by the Governor under Tennessee Code Annotated, § 58-1-108 or Tennessee Code Annotated § 58-1-106

Other Leave—Bereavement, Family Medical, and Paid Parental Leave.

Paid Holidays—Full-time State employees receive 12 paid holidays.

Insurance—A variety of insurance options are available including; Health, Dental, Life, The Tennessee plan, Pharmacy Benefits, Vision, and Disability (long and short term).

Retirement—RetireReadyTN combines (TCRS) Tennessee Consolidated Retirement System, 401(k) and retirement ready education. State employees also have unique retirement plan options including additional savings opportunities through a 457 deferred compensation plan.

TCRS Service Credits may be granted to veterans who served on active duty in the Armed Forces. Veterans should complete the Application for Military Service Retirement Credit to apply for retirement credit.

Veterans' Preference—Interviewing and hiring preference is given to veterans and spouses of veterans who meet the minimum qualifications and eligibility requirements.

Flex Benefits Plan—Allows for certain expenses to be deducted prior to taxes resulting in lower taxable income.

Higher Education Fee Waivers and Discounts—Full-time State employees with six months of continuous service attending a state institution are eligible for fee waiver. Discounts are available to children of State employees (23 years of age or under).

TNStars College Savings 529 Program—An affordable, accessible way to save and invest for the costs associated with higher education.

Training and Development—As a State employee there are learning and development opportunities offered to enhance knowledge and skills through a variety of programs and platforms.

ABLE TN—Savings program designed to help individuals with physical and/or mental disabilities put aside money to pay for qualified disability expenses.

Wellness Program—Works to increase employees' knowledge of options for healthier lifestyles through information and events that focus on improving behaviors affecting your health.

Emotional Wellbeing Solutions (EWS)—Confidential counseling and referral service for all employees and their dependents that can be accessed 24 hrs/day, 365 days/year.

State Employee Discount Program—All current and/or retired State employees are eligible to participate in the State Employee Discount Program.

Salary—When considering new hire salary, the goal is to offer a competitive starting salary for new hires that reflects the candidates' proficiency level, individual knowledge, skills, experience, and performance.

All Benefits Information

is available on the Benefits Administration website.
TN.gov/hr/employees1/benefits.html

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