

Assistant Commissioner 2

Rehabilitation Services

Job Location: Davidson County (Hybrid)

Click [here](#) to apply by: February 23, 2026

DHS MISSION:

Strengthen Tennessee
by Strengthening
Tennesseans

DHS VISION:

To revolutionize the
customer experience by
growing capacity to
reduce dependency.

DHS VALUES:

- High Performance
- Collaboration
- Continuous Improvement
- A Shared Vision
- Customer-Centered Solutions

Click [here](#) to find out
more about unique
benefits:

- Pension
- 401K Match
- Family Tuition
- 12 Paid Holidays
- Career Mentoring
- Emotional Health/Wellness Programs

TARGET RANGE:

\$160,128 – \$213,336

The directly related
experience, knowledge,
skills, and abilities of the
selected candidate will
determine the actual
salary offer.

ABOUT POSITION

The Tennessee Department of Human Services (TDHS), Division of Rehabilitation Services (DRS), is accepting resumes for the position of Assistant Commissioner. DRS administers statewide programs that promote employment, independence, and economic self-sufficiency for Tennesseans with disabilities, including the Vocational Rehabilitation (VR) Program, Disability Determination Services, the Tennessee Technology Access Program, Independent Living Programs, and the Tennessee Council for the Deaf, Deaf-Blind, and Hard of Hearing.

Under the general supervision of the Deputy Commissioner for Programs and Services, the Assistant Commissioner serves as the chief executive leader of DRS, providing strategic vision, change leadership, organizational development, and operational oversight for a complex division with an annual budget of approximately \$160 million and a workforce of nearly 1,000 staff statewide. This role is accountable for advancing employment-focused rehabilitation services, ensuring compliance with state and federal requirements, and leading modernization efforts that strengthen service delivery, performance, and customer outcomes.

RESPONSIBILITIES

- Provide executive leadership and oversight for all DRS programs, with a strong emphasis on competitive integrated employment outcomes for individuals with disabilities.
- Ensure full compliance with federal and state laws and regulations governing vocational rehabilitation and related programs, including reporting to the Tennessee General Assembly, Rehabilitation Services Administration, Social Security Administration, and Administration for Community Living.
- Lead change management and organizational development initiatives to modernize service delivery systems, streamline processes, improve performance, and increase staff and customer satisfaction.
- Direct division-wide performance management, including the analysis and use of audit, compliance, and outcome data to identify trends, mitigate risk, and drive continuous improvement.

- Develop and implement the State Plan to meet Workforce Innovation and Opportunity Act (WIOA) requirements and align services with workforce development priorities.
- Collaborate with TDHS divisions and external state agencies (e.g., Education, Labor, Mental Health, Intellectual and Developmental Disabilities, TennCare) to advance shared goals and improve cross-system outcomes.
- Foster trust and collaboration with customers, advocates, providers, and stakeholders through transparent communication and meaningful engagement.
- Supervise statewide directors, regional and field leadership, policy and data specialists, and frontline staff to ensure consistent, high-quality service delivery across Tennessee.

QUALIFICATIONS



Education and Experience: Graduation from an accredited college or university with a bachelor's degree and experience equivalent to five years of full-time relevant experience.

Preferred Qualifications:

- Master's degree in Rehabilitation Counseling, Workforce Development or a closely related field.
- Certified Rehabilitation Counselor (CRC) credential.
- Experience supervising and/or managing a public-sector, disability-related program (state or federal), with comprehensive knowledge of the population served, stakeholders, and applicable statutes, rules, and regulations.
- Demonstrated leadership experience in workforce development, vocational rehabilitation, or related human services systems.
- Knowledge of state & federal regulations guiding the Vocational Rehabilitation Program.
- 5+ years of experience directing large programs.