

Who we are:

The Tennessee Corrections Institute (TCI) establishes minimum standards for adult local correctional facilities and conducts inspections to support certification and compliance.

What we do:

TCI provides inspections, training, technical assistance, and research support to local correctional facilities and state partners across Tennessee.

TCI accredits and certifies jails in Tennessee, and certifies training for over 6,000 local adult corrections officers.

Why this role matters:

This role is essential to strengthening the professionalism, safety, and operational readiness of correctional staff across East Tennessee. By ensuring that every facility in the region receives consistent compliance monitoring and high-quality training, the Training Officer 2 helps local agencies meet statutory obligations, improves the capability of frontline correctional staff, and supports safer, more effective jail operations statewide. The work performed in this role directly influences the quality of training delivered to thousands of correctional officers annually.

Learn more:

www.tn.gov/tci



Tennessee
Corrections Institute

Training Officer 2

Training Division

Location: East Tennessee

Anderson, Blount, Bradley, Campbell, Carter, Claiborne, Cocke, Cumberland, Fentress, Grainger, Greene, Hamblen, Hamilton, Hancock, Johnson, Knox, Loudon, McMinn, Meigs, Monroe, Morgan, Polk, Rhea, Roane, Scott, Sevier, Sullivan, Unicoi, Union, Washington

Compensation: \$5,100 - \$6,373/month | \$61,200 - \$76,476/year

Overview

The Tennessee Corrections Institute is seeking a highly skilled and mission-driven training professional to serve as the Training Officer 2 (TO2) for the East Tennessee region. This position plays a pivotal role in strengthening correctional professionalism across more than 20 detention facilities. The TO2 will work closely with the Assistant Director of Training to design and deliver high-impact curriculum; oversee regional training logistics; ensure statutory compliance for local correctional training programs; and advance statewide initiatives to enhance the quality, consistency, and effectiveness of Tennessee's correctional workforce. This role blends instructional expertise, program management, and regulatory knowledge to shape the learning experience of thousands of correctional staff across the region.

Responsibilities

- Deliver Basic Corrections Officer Training, Instructor Development, leadership courses, and mandated in-service programs.
- Design, modify, and evaluate curriculum and instructional materials
- Oversee regional training logistics, scheduling, coordination, and compliance.
- Conduct training needs analyses and evaluate program effectiveness.
- Maintain training documentation, reports, databases, and learning-management records.
- Provide guidance to correctional facility training personnel and collaborate with compliance staff.
- Provides non-supervisory guidance to the agency's operations compliance specialists and other members as required.

Minimum Qualifications

Education and Experience: Education equivalent to a bachelor's degree from an accredited college or university and experience equivalent to three years of full-time professional work in one or a combination of the following: academic teaching; educational administration; training coordination, development of instructional materials for academic

programs; monitoring training compliance; or training in the field of corrections. It is mandatory that the incumbent, upon hire or before, complete the TCI Instructor Development and any specialized course as directed. Must have two or more years of experience in creating and approving curriculum, two years of experience being the lead Facility Training Officer (FTO) in a correctional facility, and two or more years of management or administrative experience is required.

Substitution of experience for education

- Teaching, training, or other qualifying experience may substitute for education year-for-year, up to four years, including two years delivering correctional training.

Necessary Special Qualifications:

Applicants for this classification must be willing to submit to a background check; Applicants must also possess a valid motor vehicle operator's license at the time of appointment in some positions. Applicants for this classification must supply a fingerprint sample in a manner prescribed by the TBI for a fingerprint-based criminal history records check. Examination Method: Education and Experience, 100%, for Executive Service positions.

Incumbents in this position must be able to complete master instructor certification courses and deliver hands-on training in less-than-lethal weapon systems, firearms, and defensive tactics, which requires safely demonstrating and teaching physical skills as part of the essential duties of the role.

Travel Requirement – 50%

The incumbent of this position will be required to travel frequently throughout the region and infrequently to other regions of the State of Tennessee, with overnight stays, to provide training services. The state will issue a take-home state vehicle. Position is eligible for Alternative Work Solutions (work-from-home). Position is Executive Service.

Applications must be submitted online in order to be considered for the position.

Interested applicants should search and apply online at: [**www.TN.gov/Careers**](http://www.TN.gov/Careers)

Applications will be accepted: August 26, 2026, through September 9, 2026

Questions? TCL.Training@tn.gov

Equal Employment Opportunity

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment because of a person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws.