

DEPUTY WARDEN OF SECURITY

Chester County Prison, Pocopson Township, Chester County, Pennsylvania

Salary: $91,508 – $114,386 (DOQ)

Chester County Pennsylvania

Are you a forward-thinking leader in corrections, or other law enforcement field, seeking an executive leadership opportunity and ready to redefine corrections? Do you believe a safe, secure institution and strong rehabilitative programming go hand in hand? If so, Chester County invites you to apply to become its next Deputy Warden of Security.

Reporting to the Warden, the Deputy Warden of Security leads the Security Department of the Chester County Prison and serves as department head in the Warden's absence. We're seeking a confident, approachable leader who is:

- Grounded in sound correctional practice and calm, decisive judgment under pressure
- Committed to developing strong supervisors and empowering employees at every level
- Ready to build on the progress already underway with innovation and teamwork

Read on to learn more about this rewarding opportunity to shape the future of one of Pennsylvania's most respected county organizations!

Executive Recruitment Provided by SGR

ABOUT THE COMMUNITY

Chester County offers an exceptional quality of life and a true sense of place. Home to more than 557,000 residents across the City of Coatesville, 15 boroughs, and 57 townships, “Chesco” blends vibrant downtowns, welcoming suburban neighborhoods, historic villages, and rolling countryside, often within a short drive of one another. One of the three original counties established by William Penn in 1682, the County’s heritage lives on at Brandywine Battlefield, Valley Forge National Historical Park, and the covered bridges of the Brandywine Valley.

Open space is central to the County’s identity. Preserved farmland, French Creek and Marsh Creek State Parks, County parks, and regional trails such as the Chester Valley and Schuylkill River Trails offer year-round recreation, while world-renowned Longwood Gardens, the Kennett Square Mushroom Festival, and a lively arts and dining scene keep calendars full.

Families are drawn by strong public school districts, excellent libraries, and safe, welcoming communities. More than 57 percent of adults hold a bachelor’s degree or higher. A diverse employment base in health care, finance, and professional and technical services gives Chester County one of the highest median household incomes in Pennsylvania.

Residents enjoy convenient access to Philadelphia, Wilmington, and the broader region, gaining the economic and cultural benefits of a major metropolitan area while keeping the character that makes Chester County special.

History CLICK!

Tourism CLICK!

POPULATION
557,116

MEDIAN HOUSEHOLD INCOME
$127,208

MEDIAN HOME VALUE
$485,600

MEDIAN MONTHLY RENT
$1,763

ABOUT THE CHESTER COUNTY PRISON

The mission of the Chester County Prison is to ensure the public, as well as the correctional staff, a safe environment that provides detention, rehabilitative, recidivism risk reduction, and re-entry services to those who are incarcerated so that they may live in a clean, humane, and secure environment and re-enter the community as productive citizens.

Dedicated in 1959 and located about 10 miles south of the county seat of West Chester, the Prison was renovated and expanded in 1983, and a Pre-Release/Work Release Center was added on the grounds in 1993. Today, the Prison operates with a 2026 budget of $41.5 million and 276 authorized positions organized into two core areas: Jail Security and Inmate Treatment.

The organization has made significant improvements in recent years and is focused on strengthening leadership and employee development, advancing mental health services, and expanding rehabilitation and educational programming that supports positive outcomes for incarcerated individuals and the community.

GOVERNANCE & ORGANIZATION

Chester County operates under a Commission form of government led by a three-member Board of Commissioners, elected at large to four-year terms. The County serves residents with a 2026 budget of roughly $779 million ($224 million General Fund), supported by a property tax rate of 5.164 mills, and approximately 2,957 employees (2,491 full-time and 466 part-time).

The Prison is overseen by a seven-member Prison Board of Inspectors composed of the three Commissioners, the President Judge of the Judicial District, the District Attorney, the Sheriff, and the Controller. The Prison Board appoints the Warden, the Deputy Wardens, and all prison staff.

THE JOB

The Deputy Warden of Security reports to the Warden and is responsible for the supervision and overall management of the Security Department. In the Warden's absence, the Deputy Warden of Security shares responsibility for management of the entire facility with the Deputy Warden of Treatment.

This position also offers a clear path for professional growth. The successful candidate will gain broad experience across all facets of prison operations and will be well positioned as a strong candidate for promotion to Warden upon the current Warden's future retirement.

This high-profile role partners closely with the Warden, County leadership, the courts, and outside agencies. The Deputy Warden also participates in a rotating Duty Officer schedule with 24/7 on-call responsibility.

The successful candidate will provide operational leadership for:

- Daily security operations, procedures, and compliance monitoring
- Safety, security, and sanitation of the institution
- Development and management of the annual security budget
- Recruitment, training, and retention of security staff
- Documentation and reporting of institutional activities
- Community relations and partnerships with outside agencies

Full Job Description

Chester County
Pennsylvania

DEPARTMENT STRUCTURE

The Chester County Prison is led by the Warden, who reports directly to the County Administrator, with ultimate oversight provided by the Prison Board of Inspectors. Prison operations are organized into two divisions.

Divisions Reporting Through the Warden

- Jail Security (led by the Deputy Warden of Security)
- Inmate Treatment

Organizational Quick Facts

2026 Prison Budget:
$41.5 million

Authorized Positions:
276
(272 full-time, 4 part-time)

KEY INITIATIVES

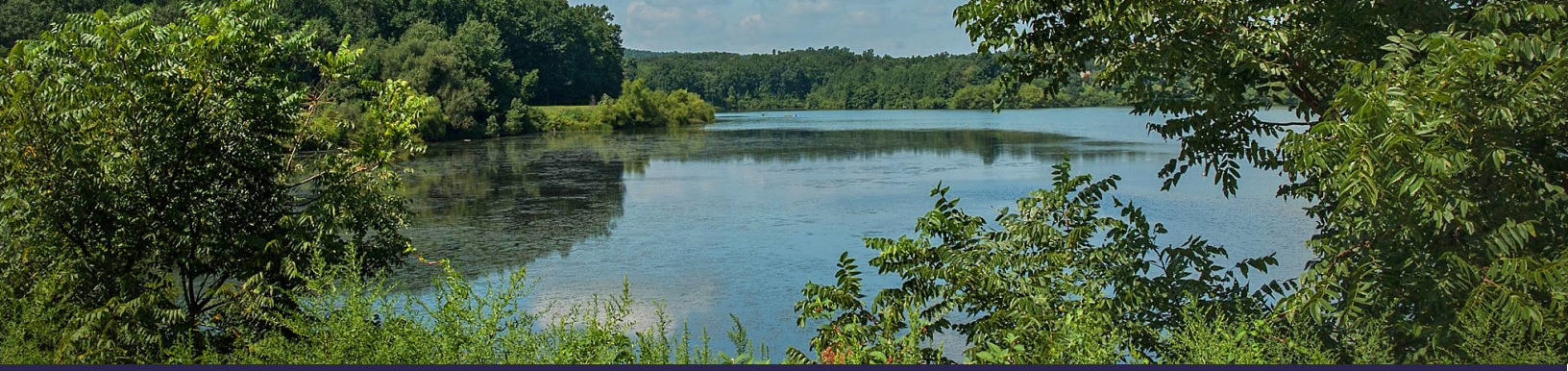
As preparation for future advancement to Warden, the Deputy Warden of Security will build on significant organizational improvements already underway. Key priorities include:

Leadership & Employee Development Develop strong supervisors, expand professional development and training opportunities, and empower employees to take greater ownership of their responsibilities.

Communication & Culture Establish trust and credibility with staff, improve communication throughout the organization, and foster a culture of teamwork, accountability, and mutual respect.

Operational Excellence & Innovation Work closely with the Warden and County leadership to evaluate existing practices, identify opportunities for operational improvement, and introduce innovative approaches that enhance efficiency, institutional safety, and organizational effectiveness.

Mental Health, Rehabilitation & Programming In collaboration with the Deputy Warden of Treatment, continue advancing rehabilitation initiatives, and educational programming for incarcerated individuals, maintaining progress while exploring additional programs that improve outcomes.



IDEAL CANDIDATE

The ideal candidate will be an experienced, forward-thinking, and collaborative leader with strong correctional knowledge, sound judgment, and exceptional interpersonal skills. While correctional leadership experience is highly desirable, the ability to lead people, develop employees, communicate effectively, and build trust is equally important. The successful candidate will be confident and decisive, yet approachable, compassionate, and respectful of employees at all levels, able to remain calm under pressure, make difficult decisions, and hold employees accountable.

The next Deputy Warden will be committed to employee development, organizational improvement, and modern correctional practices, recognizing the importance of balancing institutional safety and security with mental health services, rehabilitation, and programming. Experience with staff training, operational management, and budgeting will be valuable.

Above all, Chester County is looking for a relationship-oriented leader who can unite people around a common mission. Adaptable, open-minded, and emotionally intelligent, the right individual will respect the progress already made while helping position the Chester County Prison for continued operational excellence, workforce development, and long-term success.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree from an accredited college or university, or an equivalent combination of education and experience
- At least eight years of combined experience in corrections, security, military, or law enforcement, including four years of job-related administrative experience
- Completion of Pennsylvania Department of Corrections Basic Training within 12 months and Supervisor Training within 18 months of hire
- Ability to pass PA State Police PATCH, PA Child Abuse Clearance, and FBI fingerprint checks, and qualify as a JNET Criminal Justice User
- Working knowledge of American Correctional Association Standards for Adult Correctional Facilities and a basic understanding of the Pennsylvania crimes code and vehicle law
- Valid driver's license and clean driving record

PREFERRED:

- Master's degree in criminal justice or a related field
- Ten years of experience in correctional administration, law enforcement, military, or security
- Pennsylvania Department of Corrections Basic and Supervisor Training certifications and other advanced certifications
- Experience with K-9 operations and FAA regulations



SALARY & BENEFITS

Chester County offers a competitive salary and a comprehensive benefits package. Benefits begin the first of the month following 30 days of employment.

Compensation

- Salary range of $91,508 – $114,386, depending on qualifications (DOQ)
- Residency within the County is not required

Health & Wellness

- Medical coverage through Independence Blue Cross (PPO, PC Value, or HDHP) with prescription coverage through Optum Rx; premiums are shared with the County
- Dental (three plan options) and vision coverage
- Health savings account with County contributions of $750 (individual) or $1,500 (family), plus flexible spending accounts
- Basic life insurance at one times annual salary, long-term disability, and an Employee Assistance Program

Retirement

- Chester County Pension Plan, a defined benefit plan, with a 6% mandatory pre-tax employee contribution and the option to contribute up to an additional 10% after tax
- The County participates in Social Security in addition to the County Pension Plan

Paid Leave

- 16 paid holidays (13 holidays plus three floating holidays) and five personal days per year
- Vacation beginning at 12 days per year and increasing with service
- Sick leave of six days in the first year and 12 days per year thereafter, with carryover

Other Benefits

- Voluntary benefits, credit union membership, and employee discounts
- Qualifying employer for the Public Service Loan Forgiveness Program

This is an outstanding opportunity to make a lasting impact on a respected organization in one of Pennsylvania's most desirable communities.

HOW TO APPLY

Apply Here



For more information, contact:
Billy Owens, Senior Vice President
billyowens@governmentresource.com | 972-989-3686

Chester County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.