



State of Washington
Deputy Director, Office of the Corrections Ombuds

SALARY	\$10,000.00 - \$11,333.33 Monthly \$120,000.00 - \$136,000.00 Annually	LOCATION	Thurston County – Olympia, WA
JOB TYPE	Exempt	JOB NUMBER	2026-01610
DEPARTMENT	Office of the Governor	DIVISION	Office of the Corrections Ombuds
OPENING DATE	03/09/2026	CLOSING DATE	Continuous

Description



— WASHINGTON GOVERNOR —
BOB FERGUSON

Please Note: The starting salary offer will be determined based on the successful candidates’ qualifications within the starting salary range of \$120,000- \$136,000 annually. Our physical office is located in Olympia, WA. This is a hybrid position with the ability to telework two days a week. However, you will need to travel to DOC facilities statewide, attend in-person meetings or community events as required by the position. This recruitment will remain open until filled with a first review of applications the week of March 16, 2026. We reserve the right to make a hiring decision at any time, so please apply as soon as possible for consideration.

Why work for the Office of the Corrections Ombuds?

At the [Office of the Corrections Ombuds \(OCO\)](#), we are driven by a powerful mission: to create a more humane, transparent, and equitable Washington Corrections system. As an independent and impartial agency established by the Legislature, we are committed to advocating for incarcerated individuals, resolving conflicts, and fostering systemic improvements within the Department of Corrections (DOC). Our vision is to empower those impacted by incarceration to raise their concerns, reduce harm, and influence positive change across the system.

Our work is rooted in the belief that everyone deserves to be treated with dignity and respect. We provide crucial information to incarcerated individuals and their families, raising awareness about their rights and responsibilities, and ensuring that our services are equitable and inclusive. Diversity and lived experience are at the heart of our mission as we work to build a corrections system that serves everyone fairly.

The job opportunity

As Deputy Director, you will help lead the OCO in its day-to-day operations, advancing a more humane and transparent corrections system in Washington. You will work closely with the Director and step in as their delegate when needed, ensuring the agency runs smoothly, ethically, and effectively.

This work is highly visible, and you'll regularly interact with legislators, government officials, executive branch agencies and members of the public. You'll also represent the agency in written and verbal negotiations, including high-level investigations and complex policy matters involving physical and sexual safety, medical care, deaths, and classification or security concerns.

Additionally, you will oversee fiscal management, risk and safety, policy development, and compliance. This includes analyzing data to identify trends, assess outcomes, and recommend evidence-based improvements that address systemic concerns. As a leader, you will mentor operational staff, shape budgets and legislative strategies, and represent the agency in hearings or interagency discussions.

We are looking for someone who leads with integrity, values accountability, and believes in fair and respectful treatment for all people. If you are motivated by public service and ready to lead with courage and compassion, we encourage you to apply.

Duties

What you'll work on

- Prevent and resolve operational issues related to fiscal management, staffing, personnel matters, risk, safety, needs assessments, and the development, implementation, and adherence to policies.
- Direct all preparation and publication of OCO public reports in accordance with [RCW 43.06C.040](#).
- Lead foundational administrative operations and assist the OCO Director in responding to resolution of problems identified by the Governor's office, the legislature, other governmental agencies, and community organizations involving policy and program operations.
- Serve as a liaison with the Office of Financial Management (OFM) and other agencies providing budget, accounting, internal policy, human resources, legal, IT, contracting, ethics, public disclosure, and other administrative support to the agency.
- Consult with the OCO Director in the preparation, analysis, development and implementation of budget, grants, legislative, and other major policy issues affecting the OCO.

Qualifications

What we need you to bring

Required Qualifications:

- Experience building and leading high-performing teams, including hiring, onboarding, setting clear performance expectations, providing coaching and feedback, and supporting employee growth and development.
- Experience teaching and supervising undergraduate or graduate students.
- Experience and knowledge of corrections systems (consideration of academic, lived, and professional background/experience will be given; combination preferred).
- Knowledge in research and data development and data-driven decision-making.
- The ability to learn and grow.
- The ability to meet the needs of others.

Desired Qualifications:

- Juris Doctor (J.D.) from an ABA-accredited law school or Ph.D.

- Prior publication in peer reviewed journal.
- Experience representing a state agency in inter-agency workgroups.
- Experience navigating Washington state budget, accounting, contracts, procurement, and hiring processes.
- Experience with writing budget decision packages, conducting legislative bill analysis, and hiring processes.
- Experience with supplier diversity and working with disability-owned businesses (DOBE), minority-owned, women-owned, and veteran-owned businesses in Washington state.
- Senior level experience leading the administrative activities of an organization.
- Experience coordinating with the OFM and legislative committee staff on policy and budget related issues.

We are most interested in finding the best candidate for the job, and that candidate may be one from a less traditional background. Don't let doubts stop you from applying for this position. If you have transferable experience, please tell us about it or contact us with questions about the required qualifications and how your experience relates to them.

Supplemental Information

What we offer:

We foster a culture of integrity, innovation, inclusion, and belonging. We value both learned and lived experiences, believing that diversity makes us stronger. To support your health and well-being, we offer a variety of benefit programs for our employees.

Please visit our [Recruitment Page](#) for a full list of benefits available to employees. Here's a quick glance at some of the unique benefits that we offer:

- An environment of diversity, equity, inclusion and belonging
- Medical, Dental, Vision, and Life Insurance
- 12 paid holidays, 14 paid vacation days (minimum), and 12 days of sick leave per year
- State retirement programs

Application Process: Once you've decided to apply for a state government job, you'll complete an online application to showcase your qualifications. Keep in mind that once you submit the application, a real person is going to read it. We do not use AI or other technology that screens your application and rejects it. So please be sure to provide clear and detailed information about your work history so your qualifications can be accurately assessed. We will contact the top candidates directly to schedule interviews. If you need reasonable accommodation in applying, please call 7-1-1 or 1-800-833-6384.

When completing your application, we encourage you to attach all of the following:

- Cover letter: describing your qualifications for this specific position.
- Resume: that details your applicable experience and education.
- References: at least three professional references and their contact information.

Position requires the ability to obtain unescorted access to DOC facilities and access clearance for DOC's OMNI.

Questions:

Our Staff ASL interpreter is available to all deaf and hard of hearing applicants. For questions about this recruitment or to request a reasonable accommodation in the application or interview process, please email us at

TalentAcquisition@ofm.wa.gov.

The Office of the Governor is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities,

persons of disability, persons over 40 years of age, and disabled and Vietnam-era veterans are encouraged to apply.

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 01-07-2026

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Website

<http://www.careers.wa.gov>

Deputy Director, Office of the Corrections Ombuds Supplemental Questionnaire

*QUESTION 1

Please briefly describe your experience (academic, lived and/or professional) as it relates to this position, including your experience and knowledge of corrections systems. If you do not have this experience, type N/A.

*QUESTION 2

Please select all that apply. I have experience with the following:

- Building and leading high-performing teams, including hiring, onboarding, setting clear performance expectations, providing coaching and feedback, and supporting employee growth and development.
- Teaching and supervising undergraduate or graduate students.
- Research and data development and data-driven decision-making.
- Experience representing a state agency in inter-agency workgroups.
- Navigating Washington state budget, accounting, contracts, procurement, and hiring processes.
- Writing budget decision packages, conducting legislative bill analysis, and hiring processes.
- Working with supplier diversity and disability-owned businesses (DOBE), minority-owned, women-owned, and veteran-owned businesses in Washington state.
- Senior level experience leading the administrative activities of an organization.
- None of these Apply

* Required Question