




Human Talent Director - Central Office

[Apply](#) Lincoln, NE Full time Posted Today End Date: August 8, 2025 (7 days left to apply) JR2025-00018385

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Hiring Agency:

Correctional Services - Agency 46

Location:

Lincoln, NE

Hiring Rate:

\$40.687

Job Posting:

JR2025-00018385 Human Talent Director - Central Office (Open)

Applications No Longer Accepted On (If no date is displayed, job is posted as open until closed):

08-08-2025

Job Description:

Headquartered in Lincoln, the Nebraska Department of Correctional Services (NDCS) employs nearly 2,300 team members operating nine institutions statewide, which house approximately 5,800 inmates. The department's focus includes inmate programming and education, physical and behavioral health care, reentry services, and community programs. NDCS is accredited by the American Correctional Association (ACA). The successful candidate will model the NDCS values of integrity, respect, compassion, growth, and excellence as we accomplish our mission: Keep people safe.

The Human Talent Director leads the agency's human resources and professional development teams. This position plays a strategic and hands-on role in building an engaged, capable, and values-driven workforce in support of the NDCS mission. The Human Talent Director serves as a key member of the agency's executive

leadership team, advising on agency-wide talent strategies and leading high-impact workforce initiatives.

Information about the Department can be found at: www.corrections.nebraska.gov.

For Americans with Disabilities Act (ADA) accommodations, please contact Megan Jones at megan.jones@nebraska.gov.

Salary: \$40.687 - \$60.685, Pay rate may be commensurate with education and/or experience within fiscal constraints, if approved.

- Provide leadership and oversight for all human resources and professional development functions.
- Develop and communicate clear, consistent solutions to employee and supervisory concerns that support agency values and legal compliance.
- Serve as liaison with labor relations/legal teams on negotiations, arbitrations, or mediation processes as needed.
- Design and implement creative workforce strategies to address recruitment, retention, staffing shortages, and succession planning.
- Drive change management and HR innovations to support organizational effectiveness and employee engagement.
- Collaborate with facility and division leaders to support organizational culture, staff wellness, and leadership development.

Requirements/Qualifications

Minimum Qualifications: Bachelor's degree in a related field and five years of related experience. Experience may be substituted for education on a year-for-year basis.

Preferred Qualifications:

- Experience supervising human resources professionals and/or managing HR, wellness, or training programs.
- Proven ability to work with executive-level leaders in a complex organization.
- Experience presenting to diverse audiences at all levels of an organization.
- Experience in public sector or correctional HR preferred but not required.

Other: Applicants accepting a job offer must pass the following pre-employment exams in this order: medical exam and, at a randomly announced time, a drug test. Once at the Staff Training Academy, candidates must successfully complete the fully paid NE Corrections Training Program.

Benefits

We offer a comprehensive package of pay, benefits, paid time off, retirement and professional development opportunities to help you get the most out of your career and life. Your paycheck is just part of your total compensation.

Check out all that the State of Nebraska has to offer! Benefit eligibility may vary by position, agency and employment status. For more information on benefits, please visit:

<https://statejobs.nebraska.gov/index.html#benefits>

Equal Opportunity Statement

The State of Nebraska values our teammates as well as a supportive environment that strives to promote diversity, inclusion, and belonging. We recruit, hire, train, and promote in all job classifications and at all levels without regard to race, color, religion, sex, age, national origin, disability, marital status or genetics.

Current employees of the State of Nebraska should NOT apply on this external career. Instead go to Workday and access the Jobs Hub - Internal Apply app from your home landing page.

Instructions for Applying



Important points to remember when applying:

- The employment application is required and is the primary source of information used to determine if you meet the minimum requirements of the job.
- Make sure your application is complete. Incomplete applications are rejected.

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