January 11, 2021

His Excellency, Governor Christopher T. Sununu
And the Honorable Council
State House
Concord, New Hampshire 03301

Re: Executive order 2020-19 – Recruitment for State Law Enforcement Agencies

Dear Governor Sununu:

The New Hampshire Department of Corrections has established the team outlined in Executive Order 2020-19. This team will work to continue the Department’s efforts to recruit from minority communities in order to continue to build a diversified team.

Recruiting Strategies

- We entered into a digital media contract with m5 Communications to create a digital media strategy to highlight a career in corrections to a diverse population. We also use a variety of social media outlets to educate people about career opportunities within the DOC regardless of the mainstream perception of what a Correctional Law Enforcement Professional should be.
  - https://nhdocjobs.com/
- A DOC Recruiting and Retention Committee from diverse areas of the Department was established in 2014 with a focus on recruiting qualified individuals. This has been codified in departmental internal procedure number 1273.00 Recruiting and Retention Committee dated 2/1/2020.
- A speaker’s panel consisting of a diverse group of veteran staff members has been in place to attend job fairs and speaking engagements at colleges and high schools.
- Our digital media across all platforms aims to showcase a diverse group of people as well as the use of inclusive language to appeal to all.
- Recruitment cards were created and we challenge our already diverse staff to recruit at least one new employee.
- New recruiting brochures and recruiting material were created to be inclusive and highlight our diversity.
- We participate with a group called EVNH Diversity, Equity and Inclusion which is a collaboration that helps our agency connect to community business of diversity. This type of membership helps draw from community based business and groups for a more diverse employee pool.
Example Recruiting Items

**You'll Succeed as a Strong Communicator**
**You'll Enjoy Career Stability**
**You'll Make a Difference**

**You'll Feel Unbeatable Camaraderie**
**You'll Receive Great Benefits**
**You'll Get Paid While You Train**

A career to be proud of

Corrections Officers have the chance to positively impact the lives of others, every single day.

Find your avenue

With so many different roles at the DOC, we know we have the perfect position for you.

Our benefits

We offer an excellent benefits package so you and your family can have peace of mind.

Pension program

You'll be able to retire with a full pension after just 25 years of service (and a minimum age of 52.5).

Advancement opportunities

With opportunities to seek promotions or different assignments, you'll never run out of room to grow.

A job for everyone

With a strong work ethic and good communication skills, you can excel as a Corrections Officer.
At the New Hampshire Department of Corrections, people of all identities find true job satisfaction here. Corrections Officers (COs) can be all shapes and sizes, tattooed, or bearded.

The only thing all COs need to have in common is a desire to be proud of the contributions they make to their community, and to be valued for their work.

Joining the Department of Corrections can provide a great, stable career for anyone who shows they’ve got the right skills.

We look for responsible team players who know how to communicate proactively, with a level head. In the past, we’ve hired people who successfully developed those skills in all sorts of other industries before applying them to their new career.

So whether you’re interested in getting your life going, or simply trying something a little different, this is a career where you can be accepted for who you are while building a foundation for your life.
A CAREER YOU CAN BE PROUD OF

FAQs

1. HOW LONG DOES THE APPLICATION AND HIRING PROCESS TYPICALLY TAKE?
2. WILL I BE HIRED BEFORE OR AFTER THE ACADEMY?
3. WILL I BE PAID DURING THE CORRECTIONS ACADEMY?
4. IF HIRED, WILL I HAVE A CHOICE OF WHICH DOC FACILITY TO WORK AT?
5. HOW MANY HOURS PER WEEK WILL I BE WORKING?
6. HOW SOON, AND HOW OFTEN, WILL I BE PAID?

Take control of your life. APPLY NOW
Updated Brochure

You Are Up For The Challenge!

**Personal Gains**
- Part of a team
- Camaraderie
- You make a difference
- Personal Growth
- You will master skills and abilities you never knew you were capable of
- Helping People
- Overtime

**Benefits**
- Accrued Leave
- Paid Holidays
- Excellent Health and Dental Insurance Plans
- Life Insurance
- Retirement Savings
- Lateral Transfers and Promotions
- Overtime

**Requirements**
- 18 Years of Age
- High School or Equivalency Diploma
- Valid Driver’s License
- Background Check
- Physical Agility Test
- Drug Screening
- Eye Detect / Polygraph Examination
- Written Assessment

Apply Today!

www.nhdocjobs.com
PO Box 1806
105 Pleasant Street
Concord, NH 03302-1806
603-371-5645

*We’re Real, NOT Reality TV*
See for yourself!
The Mission
Of the NH Department of Corrections is to provide a safe, secure, and humane correctional system through effective supervision and appropriate treatment of residents. The successful re-entry of residents into society enhances the safety of our citizens while supporting victims of crime.

You Have What It Takes!
- Strong work ethic
- Good communication skills
- Diverse
- High moral and ethical values
- Team player
- Honest

The ability to adhere to our core values of integrity, respect, professionalism and accountability.

Tattoos, No Problem!
Nothing Offends or Gang Related Allowed

Career Opportunities
- Correctional Officers
- Probation and Parole Officers
- Nursing/Medical/Dental/Forensics/Behavioral Health Staff
- Correctional Counselor/Case Managers
- Investigations/K-9 Unit
- Administrators and Support Staff
- Teachers, Trainers and Shop Managers
- IT Professionals
- Victim Services Staff
- Licensed Trades/Maintenance/ Food Service Staff

The New Hampshire Department of Corrections employs over 700 people in law enforcement and civilian positions who are dedicated to public safety and resident rehabilitation.

Real People Doing Real Things

Recruiting Cards

Promoting Public Safety Through Integrity, Respect, Professionalism
Plan

We had the pleasure of welcoming to our team members from Russia, Liberia, Kenya, Ethiopia, Brazil, the Middle East and more as well as people of all ages, genders and backgrounds. Our plan is to continue to engage in the practice of inclusivity and focus on educating the public that a career in corrections is more about your skills abilities above anything else. As our budget provides, we will strive to fill our employee wellness positions to help foster a healthy and diverse workforce and maintain a marketing recruitment plan that fosters connectivity with minority communities. We are proud of the diverse team we have created and welcome those who wish to join us.

Respectfully submitted,

Helen E. Hanks
Commissioner

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