



DamascusWay

The Road To Freedom

Director of Reentry Services – Rochester

Reports to Senior Director of Reentry

Supervises Reentry Staff, Community Housing

Status: Full Time, 40 hours per week

Pay Range: \$72,500 - \$78,000

Benefits: Medical, Dental, HSA, Long-Term Disability, Life Insurance, Accident Insurance, 403b Retirement, Holiday Pay and Paid Time Off

Position Summary

The Director of Reentry Services – Southern Minnesota a senior leadership role responsible for advancing Damascus Way's Christ-centered mission through effective, compliant, and transformative reentry services. The Director serves on the Senior Leadership Team and reports to the Senior Director of Reentry and Recovery. This role provides strategic oversight, staff development, community engagement, and program leadership across Southern Minnesota. The Director ensures services reflect Damascus Way's four pillars: Long-Term Sustainability; Capacity and Infrastructure; Evidence-Based Programming and Services; and Legislation, Policy & Community Education.

Core Responsibilities

Christ-Centered Leadership

- Model Damascus Way's Christ-centered values—Excellence in: Compassion, Empowerment, Community and Discipleship
- Cultivate a culture of grace, professionalism, and mission alignment among staff.
- Support spiritual formation within the team while honoring diverse faith backgrounds.

Contract Compliance & Operational Oversight

- Ensure full compliance with DOC, Community Corrections, DHS contracts and other grants and standards.
- Oversee documentation, audits, performance metrics, and required reporting.
- Integrate contract expectations into daily operations and team practices.

Leadership, Supervision & Capacity Building


- Recruit, train, supervise, and develop staff across Southern MN.
- Conduct evaluations, provide coaching, and lead trauma-informed Team Consults.
- Strengthen staff capacity, infrastructure, workflow, and program consistency.

Program Development & Evidence-Based Services

- Develop and manage multigenerational reentry programming addressing incarceration, substance use, trauma, and family systems.
- Ensure programming is Christ-centered, trauma-informed, culturally responsive,
- Use data and evaluation to drive improvement and outcomes.

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Rochester 507.292.1700 

Golden Valley 763.545.6558 

www.damascusway.com 



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Budgeting & Sustainability

- Manage budgets in alignment with organizational priorities and contract requirements.
 - Support planning that enhances long-term sustainability and responsible resource use.
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Community Engagement, Policy & Education

- Build partnerships with community organizations, employers, faith communities, and corrections partners.
 - Represent Damascus Way in reentry coalitions, local initiatives, and community education efforts.
 - Support organizational efforts related to policy awareness and community education.
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Core Competencies

- Understanding multigenerational incarceration and substance use impacts.
 - Proven leadership and staff management skills
 - Strong fiscal management and budgeting abilities
 - Effective community engagement and partnership development
 - Ability to lead within complex systems with compassion and accountability.
 - Alignment with Christ-centered, mission-driven work
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Education and Experience

- Bachelor's degree and or equivalent professional experience in Human Service or Business Administration.
 - Minimum of 3 years' experience in management/leadership role.
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Qualifications

- No less than one year of documented freedom from harmful chemical use and probation.
- Excellence in leadership skills, and documented experience in staff management.
- Experience collaborating with people in re-entry and/or recovery.
- Excellent organizational skills.
- Excellent written and verbal communication skills with both internal and external parties.
- Ability to work without direct supervision, to make decisions on the spot that will adhere to the mission and values of Damascus Way, and to conduct assigned tasks with integrity.
- Understand and adhere to Damascus Way's program, facility, and staff policies.
- Agree with and adhere to Transforms Minnesota's Statement of Faith, Core Values and Code of Conduct.