

Message from the Director

Director Marshall looking for new Wardens



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The future of the Bureau depends on the people we put in charge of leading it. Wardens don't just run institutions, they shape culture, set expectations, and determine whether our facilities move forward or stay stuck in the past.

And for too long, the Bureau has relied on the same hiring practices and expected different results. That ends now.

Warden selections are among the most important decisions we make, and it's time we raise the standard. That's why we have partnered with the Precythe, Sturm Advisory Group, (PSAG) to assist in the process.

PSAG brings more than 61 years of combined corrections leadership experience and a proven track record in executive coaching, leadership hiring assessments, and strategic planning. This partnership will help us ensure every Warden chosen is the right leader for the job.

This means our selections will be guided by objective evaluations; not just resumes or based on a system of "it's who you know."

Applicants will be interviewed and tested on their ability to lead through crisis, inspire their teams, and drive the kind of cultural change we need across the Bureau.

We are done doing things the old way. The stakes are too high, and our people deserve better.

Deputy Director Smith said it best and I'll echo his sentiment: if you're ready to embrace the support and be part of something better, we welcome you with open arms. But if you're unwilling to contribute to a positive and professional environment, it's time to step aside and make room for those who are.

With the right leaders in place, we will create safer facilities, stronger teams, and a Bureau that delivers on its promise of excellence.

The next generation of Wardens will set the tone for the future; and before we put them in command, we're going to make sure they're ready for the moment.

Now, let's get to work.