

Vacancy Announcement

The Government of Sint Maarten is seeking professionals who are willing to actively contribute to the country's development. In particular, the Ministry of Justice is looking for:

Position Title: Correctional Officer (Entry Level)

Job Family: Security, Custody and Operations (JF1)

Who are we?

The Ministry of Justice of Sint Maarten is responsible for maintaining public safety, legal order, and the rule of law within society. The Ministry works to create the necessary conditions for a safe and just community through the development and implementation of policies, legislation, law enforcement, immigration, customs, detention, and rehabilitation services. It also works closely with the judiciary and the Public Prosecution Service, in cooperation with other countries within the Kingdom of the Netherlands under the framework of the Kingdom consensus laws.

The Point Blanche Prison and House of Detention is an operational agency of the Ministry of Justice with the objective of protecting society from individuals who pose a threat to the rule of law or the safety of others, while providing detainees with opportunities for rehabilitation, personal development, and successful reintegration into society through a structured and professional detention programme.

Currently, Sint Maarten is undergoing a major reform and transition process under the Detention Sector Reform Programme (DSRP), led by the Ministry of Justice. The programme aims to strengthen prison management, professionalize the prison workforce, improve safety and security, expand rehabilitation and reintegration opportunities, and align detention practices with international standards, including the United Nations Nelson Mandela Rules.

As part of this process, Sint Maarten is preparing for the opening and operationalization of a new prison facility at Point Blanche, designed to provide safer, more humane, secure, and modern detention conditions, while expanding opportunities for rehabilitation, education, vocational training, healthcare, and reintegration support.

The DSRP is supported by the United Nations Office on Drugs and Crime (UNODC) in the human and institutional reform components, including prison staff recruitment and training, operational policies and procedures, and rehabilitation and reintegration initiatives. The infrastructure and construction components of the new prison development are being supported by the United Nations Office for Project Services (UNOPS).

The Function

The Government of Sint Maarten is seeking motivated, disciplined, and professional individuals who want to help build a new, modern, and 21st century prison service in Sint Maarten, grounded in international standards and adapted to the realities and needs of the country, by

joining the Point Blanche Prison and House of Detention as Correctional Officers (Entry Level) within the Security & Custody job family.

Successful candidates will join a professional correctional service focused on safety, security, rehabilitation, and respectful custody practices. The position offers opportunities for long-term career growth and professional development within a revised prison organizational structure, including pathways into supervisory, specialist, operational, rehabilitation, training, and management functions as the prison service continues to modernize and expand.

Correctional Officers will form part of a flexible operational workforce and may be assigned across a range of duties, including:

- Maintaining the safety, security, and good order of the prison through professional supervision and interaction with persons in detention;
- Supervising residential units and supporting a safe and respectful environment for prisoners, staff, and visitors;
- Carrying out security procedures, searches, prisoner movements, and related operational duties in accordance with institutional procedures;
- Escort, transfer, court, hospital, admission, and reception duties;
- Working within a range of custodial environments and operational units based on institutional needs and assigned responsibilities.

Assignments will be based on operational needs, training, competency, and institutional requirements.

Job Purpose

To maintain the safe, secure, lawful, and humane custody of prisoners through the application of dynamic security, professional supervision, escort and reception procedures, and rehabilitative correctional practice in accordance with institutional policies, standing orders, and applicable laws.

Key Accountabilities

Successful candidates will be required to perform duties including, but not limited to:

- Maintain safety, security, and good order within assigned custodial areas.
- Supervise prisoner movement, activities, visits, meals, recreation, and daily regime schedules.
- Conduct prisoner counts, observations, searches, and security checks.
- Apply dynamic security practices through professional interaction with prisoners and by identifying emerging risks or behavioural changes.
- Respond appropriately to incidents, emergencies, and security situations in accordance with operational procedures and training.
- Support the implementation and monitoring of prisoner management plans as directed by supervisors.
- Contribute to rehabilitation and reintegration efforts by supporting structured activities, identifying prisoner needs, and promoting constructive engagement and preparation for release.
- Escort prisoners safely and lawfully to courts, hospitals, external appointments, and between institutions.

- Conduct admissions, reception procedures, induction processes, and prisoner property recording.
- Maintain physical custody and security during escort and transportation activities.
- Liaise professionally with police, courts, hospitals, and external agencies.
- Work within specialist custodial environments supporting vulnerable and specific-needs prisoner populations.
- Apply appropriate approaches including de-escalation, mental health awareness, trauma-informed practice, and vulnerability management where required.
- Apply new operational procedures, systems, and technologies introduced as part of the modernization of the prison service.
- Identify and report concerns related to welfare, behaviour, mental health, exploitation risks, or self-harm appropriately and without delay.
- Complete logs, reports, incident records, and operational documentation accurately and on time.
- Follow all standing orders, operational procedures, and lawful instructions.
- Maintain confidentiality, professionalism, and ethical conduct at all times.
- Participate in required training, refresher courses, and professional development activities.

Essential requirements

- Must be at least 18 years of age.
- Dutch nationality or foreign nationality with legal residence status in Sint Maarten.
- Minimum secondary school education or equivalent qualification.
- Ability to communicate effectively in both English and Dutch.
- Valid driving licence (minimum Category B).
- Physical and psychological fitness consistent with operational duties.
- Commitment to treating prisoners with fairness, dignity, decency, and respect.
- Ability to follow instructions accurately and maintain required records.
- Availability to work shifts, including weekends, nights, and public holidays.
- Good interpersonal and communication skills.
- Ability to work respectfully with individuals from diverse backgrounds.
- Ability to remain calm, professional, and decisive in high-pressure situations.
- Ability to work both independently and as part of a team.
- Ability to maintain professional boundaries, integrity, and confidentiality.

Desirable requirements

- Experience in private security, law enforcement, military service, youth work, social services, customer service, healthcare support, or related operational environments.
- Ability to communicate in additional languages such as Papiamentu, Spanish, or French.
- Demonstrated reliability and punctuality in previous employment, education, or voluntary work.
- Familiarity with court, justice, custodial, rehabilitation, or community supervision environments.
- Ability to operate electronic security and surveillance systems.
- Training or awareness in areas such as mental health support, conflict and crisis management, trauma-informed practice, youth engagement, and first aid.

- Demonstrated empathy, patience, and professionalism when working with vulnerable individuals.
- Knowledge of the United Nations Minimum Standards Rules on the Treatment of Prisoners, known as the Nelson Mandela Rules, and completion of the UNODC e-learning course.

The Offer

The contract is initially for a period of **12 (twelve) months**, with the prospect of continued employment subject to performance, operational needs, and institutional requirements.

Successful applicants will be engaged under a training and probationary arrangement and will be required to successfully complete mandatory correctional officer training following contracting. Continuation of employment and confirmation within the position will be conditional upon satisfactory performance and successful completion of all required training components.

The salary is at Scale 06 and ranges from a minimum of Cg. 3,040.00 gross to a maximum of Cg. 4,967.00 gross per month, depending on qualifications, experience, and applicable government conditions of service, based on a full-time workweek of 40 hours.

Training and Career Development

The position offers opportunities for professional growth, specialized operational experience, and career progression within the revised prison organizational structure and Function Book.

Officers may be provided opportunities for additional training related to designated operational units or specialist custodial environments, subject to operational needs and institutional requirements. Professional development activities will support the strengthening of operational skills and professional practice in line with international standards, modern correctional approaches, and evolving institutional needs.

Application

How to apply: To apply, please complete the online application form and upload a copy of your CV as well as other supporting documents (e.g., diplomas, certificates, reference letters), if available.

Application form available [here](#).

For any informal queries about the role, please email prison-careers@justice.gov.sx

Deadline: Friday, 10 July 2026

(Applications received after the closing date will be retained in the Prison Careers Pool and may be considered for future recruitment opportunities on an ongoing basis.)

Interviews are planned to take place in late July 2026.

Appointment is subject to reference checks; medical and fitness assessment; successful completion of required training; compliance with institutional integrity and conduct standards.

The institution is committed to equal opportunity, professionalism, rehabilitation-focused corrections, and the humane treatment of all persons in custody.