

# UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF CALIFORNIA

PROBATION OFFICE

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**August 6, 2012**

**EXTENSION OF PREVIOUS VACANCY ANNOUNCEMENT FOR  
ASSISTANT DEPUTY CHIEF PROBATION OFFICER  
POSTED FROM JULY 2 TO AUGUST 1, 2012**

**U.S. PROBATION OFFICE, NORTHERN DISTRICT OF CALIFORNIA**

**Invites applications for the position of:  
ASSISTANT DEPUTY CHIEF PROBATION OFFICER  
(TYPE I - OPERATIONS)**

**Classification Level: CL-31 (\$107,693 to \$155,500)**

**Closing Date: September 5, 2012**

**JOB CODE: 12-9C0806TPIX**

**Qualified candidates may apply for both this position and for the Deputy Chief U.S. Probation Officer (Type II) position, which is posted at [www.canp.uscourts.gov](http://www.canp.uscourts.gov) on the web site's Employment Page and closes on September 5, 2012.**

**Note: Applicants who do not possess the requisite one year of experience at or equivalent to CL-30 but who, otherwise, meets all the other minimum qualifications of the Assistant Deputy Chief Probation Officer position will be considered and if selected, will be appointed at CL-30 for one year and then be reclassified to the target grade of CL-31.**

**Note: Applications received by close of business (5:00 p.m. PST) on August 20, 2012 will be given preference.**

The U.S. Probation Office for the Northern District of California has a rewarding opportunity for a highly organized professional to assist in the administration and management of all activities in the San Francisco headquarters office and the branch offices in Oakland, San Jose, and Santa Rosa. This seasoned professional will lead, direct, and supervise staff at all levels.

The San Francisco Bay Area is a world renowned place to work, live, and play. It is a place known for its cultural diversity and beautiful weather.

The position of Assistant Deputy Chief Probation Officer is a senior management position for the U.S. Probation Office, Northern District of California. As a member of the Management Team, the Assistant Deputy Chief assists in the administration and management of federal probation

services for the district. The ideal candidate will have a broad knowledge of the Federal Probation and Pretrial Services system. This position is responsible for providing leadership to formulate, supervise, and implement initiatives to achieve goals and objectives defined for the court unit. The Assistant Deputy Chief will demonstrate progressively responsible experience and knowledge in presentence investigations, federal correctional rehabilitation programs and services for adult offender populations, and agency operations and general administrative operations. This position will manage supervisors and is responsible for district operations as assigned by the Chief Probation Officer.

This is a district position. Assignment may be in any of the venue offices: San Francisco, Oakland, or San Jose and the assigned duty station may be changed in the future. In addition, travel to other offices will be required.

This position is subject to a one-year probationary period, which may be extended at the discretion of the Chief Probation Officer. During the probationary period, the employee will not have recourse through the Probation Office's Adverse Action Policy or the Grievance Procedure Policy. However, the employee may have recourse under the Probation Office's Equal Employment Opportunity Plan & Employee Dispute Resolution Plan.

The incumbent will be subject to random drug screening as well as updated background investigations every five years.

### **Representative Job Duties & Responsibilities:**

- Working with other senior managers, develop and implement a process to define goals and objectives for the district. Identify and implement short- and long-term planning initiatives to achieve district goals and objectives with specific time lines for completion.
- Manage, develop, and mentor supervisory probation officers, including, but not limited to, establishing standards, evaluating performance, and conducting quality control reviews of their work products.
- Review monthly and quarterly reports to identify problems, trends, and other issues. Analyze data collected to solve problems, which may include creating or modifying policies, procedures, and practices. May recommend discontinuation of administrative or operational procedures if it is in the best interests of the court and agency.
- Audit and review case work, including case plans, correspondence, and reports, to ensure that recommendations made by supervisors or officers to the court are in compliance with national, local, and district policies, procedures, court-specified conditions, and administrative practices.
- Facilitate, mediate, and negotiate complex and sensitive matter with judges, managers, unit executives, and staff, as well as provide technical guidance to the court, other judicial personnel, managers, and line officers regarding services to the court, offender's services, and administrative services.

- Ensure the expeditious handling of investigative work for the courts, institutions, and parole authorities, and the effective supervision of probationers and parolees. Establish and maintain cooperative relationships with other U.S. Probation and Pretrial Offices in other districts to assure all requests for assistance are met promptly and effectively.
- Handle administrative tasks and/or administrative units as assigned by the Chief Probation Officer.
- Represent the agency at conferences, seminars, meetings, and other federal, state, and local entities. Serve as the liaison for the agency with local federal entities within the Northern District of California, providers within the community, other judicial districts, and the local court family.
- Demonstrate leadership qualities, including the ability to plan and oversee implementation of district programs, processes, and initiatives.
- Promote ongoing learning by continuously upgrading own knowledge, skills, awareness, and understanding of theories, data, and trends in corrections, management, and the political environment.
- Occasionally, may perform any or all duties of a supervisor or a probation officer, including investigating and/or supervising offenders.

### **Qualifications:**

Applicants must have a minimum of three years of progressively responsible administrative, technical, professional, supervisory, or managerial experience. Qualified experience must include at least one year of experience at or equivalent to CL-30. This progressively responsible experience will have provided opportunities to demonstrate (1) skill in developing the interpersonal work relationships needed to lead a team of employees, (2) ability to exercise mature judgment, (3) thorough knowledge of the basic concepts, principles, and theories of management and the ability to understand the managerial policies applicable to the agency, and (4) skill in problem-solving and conflict resolution. The candidate will demonstrate leadership qualities, including strategic thinking, creativity, flexibility, vision, and integrity. The incumbent will have a proven track record of helping employees maximize their potential and fostering high ethical standards in meeting the organization's vision, mission, and goals. Excellent communication skills are essential.

In addition, the Assistant Deputy Chief Probation Officer must have and maintain a thorough knowledge of the federal judicial system, including national and statutory policies, procedures, and administrative practices specific to probation, as well as the presentence and supervision disciplines. The ideal candidate will have at least four years of specialized experience in the correctional rehabilitation of adult offenders of which a minimum of one year of specialized experience will be at or equivalent to a CL-30 Supervisory Probation Officer in the U.S. courts. Experience in one of the following professional disciplines may substitute for a portion of the

specialized experience: social worker, case worker, psychologist, substance abuse treatment specialist, or correctional researcher.

A minimum of a bachelor's degree is required. It is preferred that the degree be in one of the following academic disciplines: public administration, business administration, psychology, criminal justice, or social work/sociology. A master's degree is desirable.

**Application Process:**

Interested qualified candidates must submit a letter describing the qualities that he or she would bring to this position, a current resume, and the completed current version of the AO 78 Application, which is available at [www.canp.uscourts.gov](http://www.canp.uscourts.gov) on the web site's Employment Page. Please reference the job code from the vacancy announcement in the cover letter. **All required application materials must be submitted by e-mail to: [CANP\\_Resumes@canp.uscourts.gov](mailto:CANP_Resumes@canp.uscourts.gov) no later than close of business (5:00 p.m. PST) on September 5, 2012.**

Only the most qualified applicants will be invited for interviews and only those interviewed will receive a response. Interviewees will be required to complete, in writing, a series of pre-interview questions in advance of the interview. Inquiries may be directed to Frank Ting, Human Resources Manager, at 415-436-7373.

**THE UNITED STATES PROBATION OFFICE FOR THE NORTHERN DISTRICT OF CALIFORNIA IS AN EQUAL OPPORTUNITY EMPLOYER**