



The United States District Court
for the Northern District of Iowa
Announces an Opportunity at the
United States Probation & Pretrial Services Office

Position: United States Probation Officer - VA 25-05

LOCATION:

United States Courthouse
320 6th Street, Suite 200
Sioux City, Iowa 51101-1262

CLASSIFICATION LEVEL: CL 25 to CL 28

Promotional potential without further competition is possible and is based on individual experience and performance, and at the discretion of the Chief U.S. Probation Officer and approval of the Chief Judge.

SALARY RANGE: \$48,890 - \$115,213

The salary range listed here reflects the full pay scale spanning across all classification levels for this position. Starting salaries depend on education, skills, and experience. New incumbents may start in the developmental range of the lowest classification level (CL) and increase incrementally towards full performance and/or CL promotional advancements throughout their career.

OPENING DATE: 09/22/2025

CLOSING DATE: Open until filled, per District need

About Us: The Northern District of Iowa U.S. Probation Office has locations in Cedar Rapids, Iowa, and Sioux City, Iowa. Cedar Rapids is the second largest city in the state and is vibrant with unique attractions, exciting events, a dynamic art scene and a large variety of restaurant and nightlife options. Sioux City is located in northwest Iowa on the Missouri River. It is referred to as a regional hub for its intersection of Iowa, Nebraska, and South Dakota and it has twice been named an All-American City by the National Civic League which recognizes communities excelling in inclusivity, civic engagement, and strong connections between citizens.

The Opportunity: The United States Probation Office, in the Northern District of Iowa, is accepting applications for United States Probation Officer(s) in Sioux City, Iowa. The duties specified herein are intended to provide generalized examples of the major duties and responsibilities that are performed by a U.S. Probation Officer within any unit and do not reflect all duties performed by positions covered by this classification.

POSITION SUMMARY:

- Conducts pretrial investigations to include background information and prepares pretrial reports for the court with recommendations regarding risk of flight or risk of danger to the community pending trial/court resolution of the defendant's pending offense. Gathers comprehensive, factual information and verifies with collateral resources. Provides written and/or verbal assistance to the court regarding pretrial procedures in a clear, logical, and concise format.
 - Conducts presentence investigations and prepares reports for the court with recommendations for sentencing of individuals convicted of federal offenses. The preparation of these reports requires interviewing offenders and their families, investigating the offense, prior record and financial status of the offender, and contacting collateral sources. An integral part of this process is the interpretation and application of the U.S. Sentencing Guidelines and relevant case law. Following disclosure of the presentence report to the parties, analyzes any objections and determines appropriate course of action. Such actions include resolving disputed issues and /or presenting unresolved issues to the court for resolution. Presents presentence report and sentencing recommendations to the court.
 - Supervises people under supervision to provoke positive lifestyle changes and to maximize compliance to court-imposed conditions, reduces risk to the community, and provides correctional treatment.
 - Assesses individual risks, develops objectives and strategies for controlling risks, and addresses identified needs. Utilizes evidence-based practices into daily activities and interactions with others. Maintains personal contact with people under supervision by way of both office-based visits and home/community contacts which could take place in unsafe neighborhoods or environments where illegal activities and/or violence could occur. Investigates employment, sources of income, lifestyle, and associates to assess risk, needs, and compliance to conditions of supervision. Responsible for detection of substance abuse through assessments and subsequently implements the necessary treatment referrals and/or violation proceedings. Detects and investigates violations of supervision and implements appropriate alternatives and sanctions. Reports violations of the conditions of supervision to the court and appropriate authorities.
 - All officers communicate with and seek information from collaborative organizations and persons such as the U.S. Parole Commission, Bureau of Prisons, client families, community partners, public safety/law enforcement officials, treatment providers, victims, and attorneys concerning client progress, behavior, history, and/ or conditions of supervision.
 - Officers prepare an array of detailed reports, which may include application of U.S. Sentencing Commission guidelines and responses to judicial officers' request for information. Officers may testify in court as to the basis of factual findings, case information, and guideline applications and may serve as resource to the court to facilitate proper impositions of sentences.
 - Officers are required to maintain a detailed written record of case activity.
 - U.S. Probation Officers interpret and apply complex rules, policies, and procedures while ensuring judicial and statutory requirements are being met.
 - Mandatory evenings and weekend work is required for supervision activities and/or mission critical tasks. Some training and travel, including overnight stays, is required.
 - May be required to work more than 40 hours per week in order to meet job requirements and deadlines. This is a salaried position; overtime pay is not authorized by the Judicial Conference of the United States. Compensatory and/or flexible schedules may be allowed.
 - Performs related duties and all other duties as assigned.
-
-

MINIMUM QUALIFICATIONS (for a CL 25):

(Qualifications must be met at the time of application and may be reassessed throughout incumbent tenure)

- A citizen of the United States or be eligible to work in the United States;
 - Completion of a bachelor's degree from an accredited college or university in a field of academic study which provides evidence of the capacity to understand and apply the legal requirements and human relations skills involved in the position or completion of one academic year (30 semester or 45 quarter hours) of graduate work.
- OR
- A minimum of one (1) year of "specialized experience" is necessary to qualify at the CL25 level;
- Excellent professional references and computer abilities;
- The successful applicant must be mature, responsible, organized, and demonstrate sound ethics and judgment. Must also possess a positive attitude, integrity, tact, initiative, and the ability to work with a wide variety of people with diverse backgrounds;
- Must be able to work well under pressure and meet deadlines; and
- Must have the ability to interact and communicate effectively, both orally and in writing.

SPECIALIZED EXPERIENCE:

Specialized experience is defined as: progressively responsible experience, gained *after* completion of a bachelor's degree, in such fields as probation, pretrial services, parole, corrections, social work, or work in substance/addiction treatment. Per national policy, experience as a police officer, custodial, or security officer (other than any criminal investigative experience) does not qualify as specialized experience for this position. An education substitution option for the "Specialized Experience" is listed below.

EDUCATIONAL SUBSTITUTIONS:

Completion of a bachelor's degree as specified in the "Minimum Qualifications" section and one of the following requirements may be substituted for one year of specialized experience:

- An overall "B" grade point average (GPA); or a "B+" (3.5) GPA specifically in your major field of study;
- Standing in the upper third of the class;
- Completion of one (1) academic year (30 semester or 45 quarter hours) of graduate work in a field of study closely related to the position.

PREFERRED QUALIFICATIONS:

- Completion of an advanced degree from an accredited university is preferred;
- Fluency in a foreign language; licensure or certification in a behavioral science (LMSW, CADAC, LPC, etc.);
- Exceptional writing skills; analytical skills; and ability to reason;
- Experience in probation work, conducting presentence investigations, and/or maintaining a caseload; and
- Previous community corrections and/or social service experience is highly desired.

MEDICAL REQUIREMENTS and BACKGROUND CHECKS

Pursuant to Judicial Conference policy, all final applicants for hazardous law enforcement positions will undergo a drug screening and medical examination by Public Health Service physicians or other Federal Occupational Health approved physicians using the medical guidelines developed by Federal Occupational Health, Law Enforcement

Medical Program. This process could take several weeks. The duties of law enforcement positions require investigation and management of persons under supervision who may present physical danger to officers and to the public. In the supervision, treatment, and control of these persons under supervision, these duties could require moderate to arduous physical exercise, including prolonged periods of walking and standing, physical dexterity and coordination necessary for officer safety and use of self defense tactics. On a daily basis, law enforcement positions may face unusual mental and physical stress because they are subject to danger and possible harm during frequent, direct contact with individuals who are suspected or convicted of committing federal offenses. Because law enforcement positions must effectively deal with physical attacks, and are subject to moderate arduous physical exertion, applicants must be physically capable of effectively performing these duties and are subject to fitness for duty examinations. Vision and hearing must also be adequate to perform the duties listed safely and effectively. The medical requirements for law enforcement officer and officer assistant positions are available for public review on the UScourts.gov website under [Officer and Officer Assistant Medical Requirements | United States Courts \(uscourts.gov\)](#)

To expediate the hiring process, the incumbent has the option to obtain a preliminary medical assessment at their own cost with their own physician. This would be discussed at time of offer. Upon successful completion of the initial medical examination (including drug screening) and a preliminary criminal record check, the selectee may then be appointed provisionally, pending a favorable suitability determined by the court. Favorable suitability determination includes an additional formal medical background check through Federal Occupational Health services (at no cost to the incumbent) and a full background investigation completed by the Office of Personnel Management (OPM). If the formal medical background or OPM report reflects any findings of a negative nature or disqualifying actionable issues, suitability will be reconsidered by the Chief District Judge and the Chief U.S. Probation Officer and continued employment as a U.S. Probation Officer could be terminated.

All appointments subject to FBI Fingerprint and security clearance background investigation; with periodic reinvestigation, if applicable. In addition, employees will be subject to ongoing random drug screening, updated background investigations every five years and, as deemed necessary by management for reasonable cause, may be also subject to subsequent fitness-for-duty evaluations.

MAXIMUM ENTRY AGE

This is classified as a federal law enforcement hazardous duty position. As such, officers will be subject to mandatory retirement by the age of 57. Additionally, you will be eligible for retirement after 20 years of service (at the age of 50) or after 25 years of service (at any age). Therefore, first-time appointees must not have reached their 37th birthday at the time of appointment. Applicants age 37 or over who have previous law enforcement experience under the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS) and who have either a subsequent break in service or intervening service in a non-law enforcement position may have their previous law enforcement officer experience subtracted from their age to determine whether they meet the maximum age requirement.

ADDITIONAL INFORMATION:

Mandatory evenings and weekend work is required for supervision activities and/or mission critical tasks. Some training and travel, including overnight stays, is required. May be required to work more than 40 hours per week in order to meet job requirements and deadlines. Overtime pay is not authorized by the Judicial Conference of the United States.

The U.S. Pretrial Services & Probation Office reserves the right to assign/reassign an employee to any unit (pretrial, presentence, or supervision) and/or specialized area, based on employee qualifications and the needs of the agency.

Applicants are advised that false statements or omission of information on any application materials or during the interview process, or the inability to meet the aforementioned conditions may be grounds for non-selection, withdrawal of an offer of employment, or dismissal after being employed.

All information provided by applicants is subject to verification of application materials, social media inquiries, and criminal history record checks conducted by utilizing local, state, and national databases. The United States Probation Office reserves the right to check references and contact former employers and subordinates.

This position is subject to mandatory electronic funds transfer for payment of net pay.

Our Commitment to Diversity and Wellness: We are committed to cultivating a culture of acceptance and connectedness that supports life balance and honors the diverse backgrounds of the people we represent. In recruiting members of our team, we welcome all qualified applicants. We embrace the unique contributions our employees can bring to our office because of their backgrounds, social identities, and lived experiences. We know that the best representation occurs through a healthy, diverse, collaborative, and inclusive workforce.

SUMMARY OF BENEFITS:

- Up to 13 days paid vacation per year for the first 3 years of employment; 20 to 26 days per year thereafter (dependent upon the length of federal service).
- A minimum of 11 paid holidays per year.
- Sick leave of 13 days the first year, increased thereafter per policy.
- Up to 12 weeks paid maternity/paternity leave, if qualified.
- Excellent retirement package (enhanced Federal law enforcement retirement benefits)
 - Mandatory participation in the Federal Retirement System (FERS) and Social Security programs.
 - FERS Social Security supplement until the age of 62.
 - Optional Thrift Savings Plan (employer matching component) with diversification control.
 - Annual Cost-of-Living Adjustments, as approved by Congress.
 - Full extension of health benefits.
- Optional participation in the federal health insurance program of your choice (no waiting period).
- Optional vision, dental, and disability insurance programs of your choice (no waiting period).
- Optional participation in a flexible spending program for health and/or dependent care.
- Optional participation in group life insurance; disability; and long-term care programs.
- Optional association based memberships.
- On-site wellness room and emphasis on self-care.
- Flexible schedule options including work from home opportunities (after a period of establishment and good performance).
- Paid parking.
- A great team environment that values wellness and diversity.
- For additional information, please visit www.uscourts.gov/careers/benefits.

HOW TO APPLY:

Email the following documents IN A SINGLE PDF to HR@IANP.USCOURTS.GOV

Subject of Email should read: **25-05 USPO**

SUBMIT THE FOLLOWING TO BE CONSIDERED FOR THIS POSITION:

1. Letter of application that describes your interest in pursuing this position and how your experience relates to the stated duties, responsibilities, and skills and abilities of the position;
2. Completion of the AO78-Federal Judicial Branch Application of Employment, accessed at: <http://www.uscourts.gov/uscourts/FormsAndFees/Forms/AO078.pdf>
3. Resume with references;
4. Copies of college transcripts; and
5. Copies of two most recent performance-based evaluations from current and/or previous employers.

The court provides reasonable accommodations to applicants with disabilities in accordance with the American with Disabilities Act. If you need a reasonable accommodation, please notify Human Resources at hr@ianp.uscourts.gov. Applicants may view the district's Employment Dispute Resolution (EDR) Plan on our website at <https://www.ianp.uscourts.gov/>.

Judiciary employees serve under excepted appointments and are considered "at will" employees which can be terminated with or without cause by the Court. All court employees are required to adhere to the Code of Conduct for Judicial Employees which is provided to each employee and is available to view here: <https://www.uscourts.gov/rules-policies/judiciary-policies/code-conduct/code-conduct-judicial-employees>. Fully appointed U.S. Probation Officer Assistants may be removed by the Court for unacceptable performance, misconduct, or other cause, pursuant to 18 U.S.C § 3602(a).

The Court is not authorized to reimburse candidates for travel in connection with an interview or to pay relocation expenses to the successful candidate.

Interviews and testing may be conducted with finalists. Only applicants who are interviewed will receive a response regarding their application.

The U.S. Probation Office reserves the right to modify the conditions of this job announcement or to withdrawal the announcement without written notice to the applicants. More than one position could be hired from this posting. If a subsequent vacancy of the same position becomes available within a reasonable time of the original announcement, the U.S. Probation Office may elect to select a candidate from the original qualified applicant pool. Posting may be continuously posted and/or reposted to address district vacancy needs.

Job Title	Probation/Pretrial Services Officer	CL - 25
Occupational Group*	Professional Line	

Job Summary

By statute, the Probation/Pretrial Services Officer serves in a judiciary law enforcement position and assists in the administration of justice. The incumbent promotes community safety, gathers information, supervises offenders/defendants, interacts with collateral agencies, prepares reports, conducts investigations, and presents recommendations to the court. The Probation/Pretrial Services Officer may guide the work of officer assistants and other staff. The incumbent performs duties that involve general pretrial services or probation cases, under the guidance of a Supervisory Officer.

Representative Duties

- Under the guidance and direction of a Supervisory Officer, conduct investigations and prepare reports for the court with recommendations. Interview offenders/defendants and their families and collect background data from various sources. During process, interpret and apply policies and procedures, statutes, *Federal Rules of Criminal Procedures*, and *U.S. Sentencing Guidelines*, Monographs, and relevant case law, as applicable.
- Under the guidance and direction of a Supervisory Officer, enforce court-ordered supervision components and implement supervision strategies. Maintain personal contact with defendants and offenders, investigate employment, sources of income, lifestyle, and associates to assess risk and compliance. Address substance abuse, mental health, domestic violence, and similar problems and refer to appropriate specialist.
- Schedule and conduct drug use detection tests and DNA collection of offenders/defendants, following established procedures and protocols. Maintain paper and computerized records of test results. Maintain chain of custody of urinalysis testing materials. Respond to judicial officers' requests for information and advice. Testify in court as to the basis for factual findings and guideline applications, if warranted. Maintain detailed written records of case activity.
- Investigate and analyze financial documents and activities and take appropriate action. Interview victim(s) and provide victim impact statements to the court. Ensure compliance with *Mandatory Victims Restitution Act*.
- Under the guidance and direction of a Supervisory Probation Officer, review and resolve disputed issues involving defendants/offenders and present unresolved issues to the court for resolution. Assess offenders'/defendants' level of risk and develop a blend of strategies for controlling and correcting risk management.
- Provide offenders/defendants with information on local resources and programs regarding employment, GED certification assistance, ongoing education, and vocational training. Identify interests, aptitudes, and abilities of offenders/defendants through interviewing and gathering appropriate information. Assist offenders/defendants toward integration into the job market.
- Communicate with other organizations and personnel (such as the U.S. Parole Commission, Bureau of Prisons, law enforcement, treatment agencies, and attorneys) concerning offenders'/defendants' behavior and conditions of supervision. Identify and investigate violations and implement appropriate alternatives and sanctions. Discuss violations with Supervisory Probation Officer. Report violations of the conditions of supervision to the appropriate authorities. Prepare written reports of violation matters, and make recommendations for disposition. Testify at court or parole hearings. Conduct Parole Commission preliminary interviews.

Factor 1 – Required Competencies (Knowledge, Skills, and Abilities)

Probation, Pretrial Services, and Law Enforcement

- General knowledge of the roles and functions of the federal probation and/or pretrial services offices. General knowledge of the roles, responsibilities, and relationships among the federal courts, U.S. Parole Commission, U.S. Marshals Service, Bureau of Prisons, U.S. Attorney's Office, Federal Public Defender's Office, and other organizations. General knowledge of federal pretrial services, probation and parole policies and procedures. Knowledge of surrounding community and available community resources. Knowledge of automated/internet resources and systems available for conducting background checks, criminal histories, and other similar information (i.e., National Crime Information Center). Knowledge of investigative and supervision techniques, including familiarity with resources available to verify offenders'/defendants' information. Knowledge of available OPPS defendant and offender workforce development resources.
- Skill in reviewing and summarizing legal concepts and issues. Skill in reasoning and critical thinking. Skill in relating to other people. Ability to evaluate case information and offender/defendant circumstances. Ability to compile and summarize information (such as background checks and criminal histories) within established time-frames. Ability to follow safety procedures. Ability to organize, prioritize work schedule, work with limited supervision, and to exercise discretion. Ability to work under pressure of short deadlines.

Judgment and Ethics

- Knowledge of and compliance with the *Code of Conduct for Judicial Employees* and court confidentiality requirements. Ability to consistently demonstrate sound ethics and judgment.

Written and Oral Communication/Interaction

- Ability to communicate effectively (orally and in writing) to individuals and groups, including law enforcement and collateral agency personnel at different governmental levels, community service providers, and offenders/defendants. Ability to interview and gather information.

Information Technology

- Skill in the use of automated equipment including mobile devices, word processing, spreadsheet, and database applications, and various other types of software. Ability to utilize computer software and automated systems. Ability to perform record checks, record urinalysis results, compile criminal history information, and similar activities subsequent to instructions.

Factor 2 – Primary Job Focus and Scope

The primary focus of the job is to support more experienced probation/pretrial services officers in fulfilling the statutory requirements of conducting pretrial and pre-sentence investigations, supervising offenders/defendants, making recommendations to the court, evaluating needs and conditions of supervision, and maximizing compliance for the purpose of ensuring community safety. Errors by incumbents may have the ultimate consequence of affecting the outcome of a legal matter, thus Probation/Pretrial Services Officers rely on guidance and direction from the supervisory officer.

Factor 3 – Complexity and Decision Making

Aspects of both the investigative and supervision functions of probation work are time-consuming and complicated. Incumbents work within tight deadlines. Generally, procedures are established and well documented. Probation/Pretrial Services Officers exercise some discretion in carrying out assigned responsibilities. Incumbents make decisions based on their level of knowledge and experience, with more complicated matters or problems referred to the supervisor.

Factor 4A – Interactions with Judiciary Contacts

The primary judiciary contacts are other probation/pretrial services staff, judicial officers and their staff, and staff of other court units for the purpose of conducting investigations, and maintaining accurate and up-to-date information in case files.

Factor 4B – Interactions with External Contacts

The primary external contacts are offenders/defendants and their families, other government agencies, U.S. Attorney's Office, U.S. Marshals, Bureau of Prisons, Parole Commission, attorneys, public safety/law enforcement officials, treatment providers, victims, and other members of the community for the purpose of investigating offenders'/defendants' backgrounds, obtaining and verifying arrest information, drafting sentencing guidelines, and performing similar activities.

Factor 5 – Work Environment and Physical Demands

Work is performed in an office setting as well as in the community. Work requires periodic contact with individuals who have known violent backgrounds. These contacts are made in both generally controlled office settings, as well as in uncontrolled or unsafe neighborhoods/environments during field supervision activities.

*Occupational Group:

Operational Court Support Positions = **O**

Administrative Court Support Positions = **A**

Professional Administrative Positions = **PA**

Professional Line Positions = **PL**

Job Summary

Job Title	Probation/Pretrial Services Officer	CL - 27
Occupational Group*	Professional Line	

By statute, the Probation/Pretrial Services Officer serves in a judiciary law enforcement position and assists in the administration of justice. The incumbent promotes community safety, gathers information, supervises offenders/defendants, interacts with collateral agencies, prepares reports, conducts investigations, and presents recommendations to the court. The Probation/Pretrial Services Officer may guide the work of officer assistants and other staff. The Incumbent performs duties that involve general pretrial services or probation cases, with supervisory guidance in some areas.

Representative Duties

- Conduct investigations, prepare reports, and make recommendations to the court. Interview offenders/defendants and their families, and collect background data from various sources. Interpret and apply policies, procedures, and statutes, *Federal Rules of Criminal Procedures*, and U.S. Sentencing Guidelines, Monographs, and relevant case law, as applicable.
- Enforce court-ordered supervision components and implement supervision strategies. Maintain personal contact with defendants and offenders. Investigate employment, sources of income, lifestyle, and associates to assess risk and compliance. Address substance abuse, mental health, domestic violence, and similar problems and work with appropriate specialist to implement necessary treatment or violation proceedings, through assessment, monitoring, and counseling.
- Schedule and conduct drug use detection tests and DNA collection of offenders/defendants, following established procedures and protocols. Maintain paper and computerized records of test results. Maintain chain of custody of urinalysis testing materials. Respond to judicial officers' requests for information and advice. Testify in court as to the basis for factual findings and guideline applications, as warranted. Serve as a resource to the court. Maintain detailed written records of case activity.
- Investigate and analyze financial documents and activities and take appropriate action. Interview victim(s) and provide victim impact statements to the court. Ensure compliance with *Mandatory Victims Restitution Act*. Enforce home confinement conditions ordered by the court, and perform home confinement reintegration on behalf of the Bureau of Prisons, as applicable.
- Review and resolve disputed issues involving offenders/defendants and present unresolved issues to the court for resolution. Assess offenders'/defendants' level of risk and develop a

blend of risk management strategies for controlling and correcting risk.

- Provide offenders/defendants with information on local resources and programs regarding employment, GED certification assistance, ongoing education, and vocational training. Identify interests, aptitudes, and abilities of offenders/defendants through interviewing and gathering appropriate information. Work with offenders/defendants toward integration into the job market through cross-training, mentoring, and the use of up-to-date technology.
- Communicate with other organizations and personnel (such as U.S. Parole Commission, Bureau of Prisons, law enforcement, treatment agencies, and attorneys) concerning offenders'/defendants' behavior and conditions of supervision. Identify and investigate violations and implement appropriate alternatives and sanctions. Discuss violations with Supervisory Officer. Report violations of the conditions of supervision to the appropriate authorities. Prepare written reports of violation matters, and make recommendations for disposition. Conduct Parole Commission preliminary interviews. Guide the work of staff providing administrative and technical assistance to officers.

Factor 1 – Required Competencies (Knowledge, Skills, and Abilities)

Probation, Pretrial Services, and Law Enforcement

- Knowledge of the roles and functions of the federal probation and/or pretrial services offices. Knowledge of the roles, responsibilities, and relationships among the federal courts, U.S. Parole Commission, U.S. Marshals Service, Bureau of Prisons, U.S. Attorney's Office, Federal Public Defender's Office, and other organizations. Knowledge of how other judicial processes and procedures relate to the officer's roles and responsibilities. Knowledge of federal law and the criminal justice system particularly as it relates to federal pretrial services, probation, and parole policies and procedures. Knowledge of surrounding community and available community resources. Knowledge of available OPPS defendant and offender workforce development resources.
- Knowledge of automated/internet resources and systems available for conducting background checks, criminal histories, and other similar information (i.e. National Crime Information Center). Knowledge of investigative techniques and skill in investigating offenders'/defendants' backgrounds, activities, and finances and determining legitimacy of their income. Knowledge of the *Bail Reform Act*. General knowledge of negotiation and motivational techniques. General knowledge of sentencing guidelines, statutes, Federal Rules of Criminal Procedure, and applicable case law. Knowledge of techniques in supervising offenders/defendants. Knowledge of legal terminology.
- Skill in supervising offenders/defendants and performing risk assessment. Ability to conduct legal research related to a variety of applicable legal issues. Skill in legal reasoning and critical thinking. Skill in dealing with violent and/or difficult people. Skill in counseling offenders/defendants to maintain compliance to conditions of their release. Skill in evaluating and applying sentencing guidelines with guidance from supervisor. Ability to follow safety procedures. Ability to compile and summarize information such as background checks and criminal histories within established time-frames. Ability to discern deception and act accordingly. Ability to organize, prioritize work schedule, work with little supervision, and exercise discretion. Ability to work under pressure of short deadlines.

Judgment and Ethics

- Knowledge of and compliance with the *Code of Conduct for Judicial Employees* and court confidentiality requirements. Ability to consistently demonstrate sound ethics and judgment.

Written and Oral Communication/Interaction

- Ability to interact and communicate effectively (orally and in writing) to individuals and groups, including law enforcement and collateral agency personnel at different government levels, community service providers, and offenders/defendants. Ability to interview and establish rapport with contacts at collateral agencies, offenders/defendants and their families/support systems, and others for the purpose of supervision and investigation. Most written communication for presentation to judicial officers is reviewed by a supervisor or senior officer.

Information Technology

- Skill in the use of automated equipment including mobile devices, word processing, spreadsheet, and database applications, and various other types of software. Ability to utilize computer software and automated systems to perform record checks, record urinalysis results, compile criminal history information, and similar activities. Skill in using investigative databases to gather information and data.

Factor 2 – Primary Job Focus and Scope

The primary focus of the job is to fulfill statutory requirements to conduct pretrial and pre-sentence investigations, supervise offenders/defendants, make recommendations to the court, evaluate needs and conditions, and maximize compliance with minimal oversight. Probation/Pretrial Services Officers' performance assists the court in effectively processing probation and pretrial matters. A proper recommendation to the court maximizes the protection to the public. The probation and pretrial services system plays a key role and has a direct impact on the image of the court in its community.

Factor 3 – Complexity and Decision Making

Probation/Pretrial Services Officers interpret and apply complex rules, policies, and procedures while ensuring judicial and statutory requirements are met. Managing a caseload and supervising offenders involves complicated issues. While the incumbent exercises judgment and decision making, significant recommendations to the court are discussed with the supervisory officer.

Factor 4A – Interactions with Judiciary Contacts

The primary judiciary contacts are other probation/pretrial services staff, judicial officers, and staff of other court units for the purpose of conducting investigations and maintaining accurate and up-to-date information in case files.

Factor 4B – Interactions with External Contacts

The primary external contacts are offenders/defendants and their families, other government agencies, U.S. Attorney's Office, U.S. Marshals, Bureau of Prisons, Parole Commission, attorneys, public safety/law enforcement officials, treatment providers, victims, and other members of the community for the purpose of investigating offenders'/defendants' backgrounds, obtaining and verifying arrest information, drafting sentencing guidelines, and performing similar activities.

Factor 5 – Work Environment and Physical Demands

Work is performed in an office setting as well as in the community, and may be subject to variable hours, including nights and weekends. Work requires periodic contact with persons with known violent backgrounds. These contacts are made in both generally controlled office settings and in uncontrolled or unsafe neighborhoods/environments where illegal activities and violence may occur.

*Occupational Group:

Operational Court Support Positions = **O**

Administrative Court Support Positions = **A**

Professional Administrative Positions = **PA**

Professional Line Positions = **PL**

Job Title	Probation/Pretrial Services Officer (with Collateral Training Duties) CL-28
Occupational Group*	Professional Line

Job Summary

By statute, probation and pretrial services officers serve in a judiciary law enforcement position and assist in the administration of justice and promote community safety, gather information, supervise offenders/defendants, interact with collateral agencies, prepare reports, conduct investigations, and present recommendations to the court. Probation and pretrial services officers must carry at least a 50 percent caseload, spending at least 50 percent of their time working with defendants and/or offenders. In addition to the Probation Officer's regular duties as a U.S. Probation Officer, the incumbent performs collateral duties as the resident authority on staff training and is responsible for program development and enhancement in this area.

Representative Duties

- Conduct investigations, prepare reports, and make recommendations for the court in general, cases by interviewing offenders/defendants and their families and collecting background data from various sources. An integral part of this process is the interpretation and application of policies and procedures, statutes, *Federal Rules of Criminal Procedures*, and may include *U.S. Sentencing Guidelines*, Monographs, and relevant case law. Track legal developments and update staff and the court.
- Enforce court-ordered supervision components and implement supervision strategies. Maintain personal contact with defendants and offenders through office and community contacts and by telephone. Investigate employment, sources of income, lifestyle, and associates to assess risk and compliance. Address substance abuse, mental health, domestic violence, and similar problems and implement the necessary treatment or violation proceedings, through assessment, monitoring, and counseling.
- Investigate and analyze financial documents and activities and take appropriate action. Interview victim(s) and provide victim impact statements to the court. Ensure compliance with *Mandatory Victims Restitution Act*. Responsible for enforcement of location monitoring conditions ordered by the court, and in some districts may perform location monitoring reintegration on behalf of the Bureau of Prisons.
- Review and resolve disputed issues involving offenders/defendants and present unresolved issues to the court for resolution. Assess offenders'/defendants' level of risk and develop a blend of risk

management strategies for controlling and correcting risk.

- Communicate with other organizations and persons (such as the U.S. Parole Commission, Bureau of Prisons, law enforcement, treatment agencies, and attorneys) concerning offenders'/defendants' behavior and conditions of supervision. Identify and investigate violations and implement appropriate alternatives and sanctions. Report violations of the conditions of supervision to the appropriate authorities. Prepare written reports of violation matters, and make recommendations for disposition. Testify at court or parole hearings. Conduct Parole Commission preliminary interviews. Guide the work of staff providing administrative and technical assistance to officers.
- Schedule and conduct drug use detection tests and DNA collection of offenders/defendants, following established procedures and protocols. Maintain paper and computerized records of test results. Maintain chain of custody of urinalysis testing materials.
- Maintain detailed records of case activity. May conduct surveillance and/or search and seizure at the direction of the court.
- Respond to judicial officers' requests for information and advice. Testify in court as to the basis for factual findings and (if warranted) guideline applications. Serve as a resource to the court.

Representative Collateral Duties

- Serve as the resident authority for the staff training program. Recommend, develop, and update training policies and procedures including new officer employee orientation, integrating FJC and AO training procedures and guidelines to ensure overall understanding and consistency within the district. Ensure that the district training program complies with national and local court approved policy. Coordinate new officer training at the National Training Center (NTC).
- Identify training needs on an ongoing basis through written surveys, meetings, interviews and analyses of organizational problems. Develop educational training goals and objectives for the organization as well as for individual employees. Research and draft training manuals and materials.
- Serve as an instructor, coordinator, group facilitator, and discussion leader, as required.
- Schedule training programs and coordinate training with personnel and external consultants, as necessary. Identify, plan and arrange logistical support for training including a meeting place, equipment, visual aids and handouts.
- Serve as district liaison with the FJC. Establish relationships and maintain information-sharing networks with court employees, other district and circuit training coordinators, the FJC, the AO, and the local training and education community. Coordinate joint training programs with other court agencies.
- Maintain detailed and accurate training databases to track the training obtained by each employee during the course of the year. Confirm that each employee is in compliance with the minimum training requirements.
- Determine and evaluate available resources in relation to training. Work with the Chief Probation Officer and the finance or budget unit to procure training-related items.

Factor 1 – Required Competencies (Knowledge, Skills, and Abilities)

Probation, Pretrial Services and Law Enforcement

- Knowledge of the roles and functions of the federal probation and/or pretrial services offices, including knowledge of the legal requirements, practices and procedures used in probation, parole, and/or pretrial services. Knowledge of the roles, responsibilities, and relationships among the federal courts, U.S. Parole Commission, U.S. Marshals Service, Bureau of Prisons, U.S. Attorney's Office, and the Federal Public Defender's Office and other organizations.
- Knowledge of investigative techniques and skill in investigating offenders'/defendants' backgrounds, activities, finances, and determining legitimacy of their income. Knowledge of the *Bail Reform Act*. Knowledge of negotiation and motivation techniques.
- Knowledge of how other judicial processes and procedures relate to the officer's roles and

responsibilities. Knowledge of federal law and the criminal justice system particularly as it relates to federal probation and pretrial services and parole policies and procedures. Knowledge of surrounding community and available community resources.

- Knowledge of sentencing guidelines, statutes, *Federal Rules of Criminal Procedure* and applicable case law. Ability to apply changes in the law as appropriate. Knowledge of techniques in supervising offenders/defendants. Skill in supervising offenders, risk assessment, and developing appropriate alternatives and sanctions to non-compliant behavior.
- Skill in conducting legal research related to complex and difficult legal issues while supervising offenders/defendants. Skill in analyzing and summarizing legal concepts and issues. Skill in legal reasoning and critical thinking. Skill in dealing with violent and/or difficult people. Skill in counseling offenders/defendants to maintain compliance to conditions of their release. Skill in evaluating and applying sentencing guidelines. Ability to discern deception and act accordingly. Ability to follow safety procedures.
- Ability to compile and summarize information (such as background checks and criminal histories) within established time frames.
- Ability to organize, prioritize work schedule, work independently with little or no supervision, and to exercise discretion. Ability to work under pressure of short deadlines.

Training Program

- Knowledge of training and education programs and available resources. Ability to identify and evaluate training needs, develop proposals, and implement programs. Skill in identifying training needs and developing goals and objectives. Ability to conduct training and provide consultation. Ability to develop and implement special projects.

Judgment and Ethics

- Knowledge of, and compliance with, the *Code of Conduct for Judicial Employees* and court confidentiality requirements. Ability to consistently demonstrate sound ethics and judgment.

Written and Oral Communication/Interaction

- Skill in communicating (orally and in writing) and working with judges, attorneys, other law enforcement agencies, and correctional agencies. Ability to interact and communicate effectively with people of diverse backgrounds, including law enforcement and collateral agency personnel at different government levels, community service providers, and offenders/defendants. Ability to interview and establish rapport with contacts at collateral agencies, offenders/defendants and their families/support systems, and others for the purpose of supervision and investigation. Ability to communicate information to staff in a training environment.

Information Technology and Automation.

- Skill in the use of automated equipment including mobile devices, word processing, spreadsheet, and database applications, and various other types of software. Ability to utilize computer software and automated systems to perform record checks, record urinalysis results, compile criminal history information, and similar activities. Ability to learn and adapt to changing technologies related to supervising offenders/defendants. Skill in interpreting and analyzing data from a variety of investigative databases. Ability to prepare information for presentation in an electronic format (i.e. PowerPoint, etc.).

Factor 2 – Primary Job Focus and Scope

The primary focus of the job is to fulfill statutory requirements to conduct pretrial and pre-sentence investigations, supervise offenders/defendants, make recommendations to the court, evaluate needs and conditions and maximize compliance, for the purpose of ensuring community safety. A proper recommendation to the court maximizes the protection to the public. Society benefits from successful supervision and the use of detention alternatives by saving the costs of incarceration. The training programs developed by the incumbent affects the work of officers and provide opportunities for increased knowledge and skills.

Factor 3 – Complexity and Decision Making

The job involves making independent decisions within the context of professional standards, broad policies, and general goals. Probation/pretrial services officers at this level gather and analyze information to determine or recommend the best course of action.

Factor 4A – Interactions with Judiciary Contacts

The primary judiciary contacts are other probation/pretrial services staff, judicial officers, staff of other court units, for the purpose of conducting research and investigations and maintaining accurate and up-to-date information in case files. Additionally, the incumbent has contact with probation office staff as well as Administrative Office and Federal Judicial Center staff for the purpose of assessing, implementing, coordinating, monitoring, and improving training activities.

Factor 4B – Interactions with External Contacts

The primary external contacts are offenders/defendants and their families, other government agencies, U.S. Attorney's Office, U.S. Marshals, Bureau of Prisons, Parole Commission, attorneys, public safety/law enforcement officials, treatment providers, victims, and other members of the community for the purpose of investigating offenders'/defendants' backgrounds, obtaining and verifying arrest information, drafting sentencing guidelines, and similar activities. The incumbent also has contact with vendors, professional speakers, and other agencies for the purpose of providing training.

Factor 5 – Work Environment and Physical Demands

Work is performed in an office setting and in the community and may be subject to variable hours, including nights and weekends. Work requires regular contact with persons who have violent backgrounds. These contacts may be made in both generally controlled office settings as well as in field situations (such as uncontrolled and unsafe neighborhoods/environments where illegal activities and violence may occur). The duties of probation and pretrial services officers require the investigation and management of alleged criminal offenders or convicted offenders who present physical danger to officers and to the public. In the supervision, treatment, and control of these offenders, these duties require moderate to arduous physical exercise, including prolonged periods of walking and standing, physical dexterity and coordination necessary for officer safety, and use of self-defense tactics. Travel to other district offices is also required and some lifting may be required to set up equipment for training sessions.

*Occupational Group:

Operational Court Support Positions = **O**

Administrative Court Support Positions = **A**

Professional Administrative Positions = **PA**

Professional Line Positions = **PL**