



CAREER OPPORTUNITY

UNITED STATES PROBATION AND PRETRIAL SERVICES OFFICE

Texas Northern

POSITION TITLE:	USPO Intensive Supervision Specialist (High Intensity)
GRADE:	CL 29
ANNOUNCEMENT NUMBER:	24-08
LOCATION:	Dallas or Fort Worth, Texas
OPEN DATE:	04/03/2024
CLOSING DATE:	04/19/2024
STARTING SALARY:	\$89,862 - \$146,058 (Table DFW)

This posting is for a temporary duty assignment. The successful candidate, if currently at a grade CL 28, will receive a temporary pay adjustment during the period they are performing this temporary duty assignment. Salary will be calculated by adding a 6% temporary duty assignment premium to the incumbent's current salary and moving the individual to the closest applicable step in the CL-29 scale for the period they are acting in the temporary role.

DISTRICT MISSION STATEMENT

We value each individual and their potential to change. As effective agents of that change, we provide excellent service to our clients and the courts, creating a safer community through the fair administration of justice. Our guiding principles are Dedication, Empowerment, Idealism, and Integrity.

DISTRICT SUMMARY

The United States Probation & Pretrial Services Office for the Northern District of Texas is a learning organization. We encourage each other to use our strengths to explore opportunities for meaningful personal, professional, and organizational growth. We expect, and support, team members to continue developing throughout their careers. We recognize that individuals have varying talents and passions, and we seek to match roles, responsibilities, and opportunities to individual strengths, while still meeting the mission of the organization. We believe that leadership is a shared responsibility of all team members, and we expect team members at all levels of the organization to lead from where they stand. We encourage creativity and ingenuity in problem solving.

This district is geographically one of the largest in the United States. We are a combined probation and pretrial services district, serving a one hundred-county area, bordering the states of Oklahoma and New Mexico. These counties also extend to approximately ninety miles from the Mexico border. Our headquarters office is in Dallas in the Earle Cabell Federal Building. We also have offices located in the Federal courthouses in Fort Worth, Wichita Falls, Abilene, San Angelo, Lubbock, and Amarillo. Texas is among the most tax-friendly states in the U.S. with residents enjoying no state income tax.

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POSITION OVERVIEW

The United States Probation & Pretrial Services Office for the Northern District of Texas is soliciting for a U.S. Probation Officer Intensive Supervision Specialist (High Intensity). Officer specialists manage a caseload that includes but is not limited to persons under supervision (p\s)/defendants of a specialized type and serve as local experts on cases of this type. This Specialist is responsible for matters relating to the effective supervision of p\s/defendants and/or parolees who have a wide variety of needs, requiring intensive supervision and involve high-risk issues, such as mental health treatment, substance and/or alcohol abuse, sex offense related crimes, computer-related crimes, financial (white collar) crimes, and/or cases involving location monitoring and/or witness security. This position may perform some administrative services, such as contracting, vendor and invoice payment reviews, research, training, and assisting the supervisor in guiding the work of staff. It may also involve writing Presentence and/or Bond Reports and other duties as assigned.

Officers may be required to travel to other divisional offices and destinations for work related reasons. Officers must have the ability and availability to work during evening hours as needed. Officers must have access to a car for travel when a government car is not available and be legally authorized to drive. This position will be in an office in the Northern District of Texas and will report to a Supervising U.S. Probation Officer.

Job responsibilities include, but are not limited to:

- Performing investigative and supervision responsibilities for p\s/defendants in both general cases and specialized cases which include p\s/defendants who are identified as having intensive supervision/high intensity concerns and needs. Conducting investigations, preparing reports, and making recommendations for the court in general, high-risk, and/or specialized cases by interviewing p\s/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 the U.S. Sentencing Guidelines, Monographs (Guides), and relevant case law in the area of specialization.
- Serving as a resource and expert to the court, line officers, and staff in in the area of screening and classification of p\s, Bureau of Prisons and Residential Reentry Center pre-release and re-entry cases, and offender workforce development. Guiding, advising, training, and making recommendations to other officers, the court, and other individuals in cases involving area of specialization. Assisting in developing policies and proposals to provide needed services. Training line officers on identification and treatment of p\s/defendants requiring intensive supervision needs.
- Participating in on-going training and educational opportunities to further develop and/or enhance techniques and skills relating to investigation and supervision practices of p\s/defendants in area of specialization. Providing management and staff with ongoing updates related to changes with this offender/defendant population, and with procedural matters related to aftercare.
- Tracking developments in the law and updating staff and the court. Enforcing court-ordered supervision components and implement supervision strategies. Maintaining personal contact

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with defendants and p\ through office and community contacts and by telephone. Investigating employment, sources of income, lifestyle, and associates to assess risk and compliance. Addressing substance abuse, mental health, domestic violence, sexual offending, re-entry, and similar problems and implementing the necessary treatment or violation proceedings, through assessment, monitoring, and counseling.

- Investigating and analyzing financial documents and activities and taking appropriate action. Interviewing victim(s) and providing victim impact statements to the court. Ensuring compliance with Mandatory Victims Restitution Act. Enforcing location monitoring conditions ordered by the court, and in some districts may perform location monitoring reintegration on behalf of the Bureau of Prisons.
- Analyzing and resolving disputed issues involving p\ /defendants and presenting unresolved issues to the court for resolution. Assessing p\ /defendants' level of risk and developing a blend of risk management strategies for controlling and correcting risk.
- Regularly providing reports, proposals, and recommendations for updates or amendments to conditions of supervision for this special p\ population.
- Determining and evaluating, on an ongoing basis, the available resources throughout the district in regard to intensive supervision/high intensity matters. Providing management and staff with ongoing updates related to changes with the intensive supervision/high intensity p\ /defendant population, and with procedural matters related to intensive/high intensity supervision.
- Communicating with other organizations and persons (such as the U.S. Parole Commission, Bureau of Prisons, law enforcement, treatment agencies, and attorneys) concerning p\ /defendants' behavior and conditions of supervision. Identifying and investigating violations and implementing appropriate alternatives and sanctions. Reporting violations of the conditions of supervision to the appropriate authorities. Preparing written reports of violation matters and make recommendations for disposition. Testifying at court or parole hearings. Conducting Parole Commission preliminary interviews.
- Scheduling and conducting drug use detection tests and DNA collection of p\ /defendants, following established procedures and protocols. Maintaining paper and computerized records of test results. Maintaining chain of custody of urinalysis testing materials.
- Responding to judicial officer's request for information and advice. Testifying in court as to the basis for factual findings and (if warranted) guideline applications. Serving as a resource to the court. Maintaining detailed written records of case activity. May conduct surveillance and/or search and seizure at the direction of the court.
- Documenting case activity in a thorough and professional manner.
- Determining and evaluating on an ongoing basis the available resources throughout the district regarding substance abuse aftercare, sex offender treatment, and/or mental health support. As needed, securing and contracting aftercare services for p\ while adhering to procurement and contracting guidelines and requirements and maintaining regular contact with contract providers to ensure compliance with contractual agreements. Ensuring regularly scheduled meetings to assess p\ /defendant progress. Monitoring the accurate submission of billing documents from the providers to ensure the appropriate disbursement of funds.

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- Participating in the administrative planning of caseloads. Providing advice, consultation, and program vision and direction and making proposals to the Executive Team, in the area of intensive/high intensity supervision.

CLASSIFICATION REQUIREMENTS

Professional line positions involve analyzing and evaluating varied information from multiple sources, forming conclusions, and taking or recommending courses of action. They require the application of theoretical and practical knowledge in a professional field at a level that requires specific academic preparation as a minimum for performance in the field.

All probation or pretrial services officer positions require 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.

In addition to meeting education requirements, applicants at each grade level must also have additional education or specialized experience as outlined below.

“Specialized Experience” is defined as: Progressively responsible experience in such fields as probation, pretrial services, parole, corrections, criminal investigations or work in substance/addiction treatment, public administration, human relations, social work, psychology, or mental health. Experience as a police, custodial, or security officer, other than any criminal investigative experience, is not creditable.

To qualify for a CL 29 probation officer position (\$89,862 - \$146,058), three years of specialized experience, including at least one year as a probation/pretrial services officer in the U.S. courts.

MINIMUM POSITION REQUIREMENTS

- 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, Federal Public Defender’s Office, and other organizations relating to area of specialization.
- Knowledge of resources, policies, procedures, and protocols in managing cases involving high-risk, high intensity, and/or specialized cases. Ability to provide guidance to line officers, the court, and other agencies regarding area of specialization. Knowledge of U.S. Sentencing Guidelines and related appellate case law.
- Knowledge of investigative techniques and skill in investigating p\’s/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

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to federal probation and pretrial services in the area of specialization, 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 p\s/defendants who are high-risk and/or are of a high intensity nature. Skill in supervising p\s/defendants with specialized needs, risk assessment, and developing appropriate alternatives and sanctions to non-compliant behavior.
- Skill in conducting legal research related to varied complex and difficult legal issues regarding sentencing and supervision. 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 p\s/defendants to maintain compliance with conditions of their release. Skill in evaluating and applying sentencing guidelines. Ability to follow safety procedures.
- Ability to identify and evaluate needs, develop proposals, and implement programs. Ability to conduct training and provide consultation. Ability to interview people with diverse backgrounds, their families, and others in the community to obtain the information needed.
- 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.
- Ability to interact and communicate effectively (orally and in writing) with people of diverse backgrounds.
- Ability to be innovative and creative to contribute to a positive work environment.

COURT PREFERRED SKILLS

The ideal candidate will:

- Have a good knowledge of the U.S. Sentencing Guidelines and the Bail Reform Act.
- Have a good knowledge of the Second Chance Act of 2007.
- Have a good knowledge of supervision of high risk/high need populations, including supervision tools needed to monitor compliance with conditions of supervision and promote positive long-term change.
- Have a record of displaying good judgment and of being a proven problem-solver.
- Be expected to demonstrate an understanding of the Charter for Excellence and will exemplify such in their day-to-day behavior.
- Be knowledgeable about national initiatives impacting our overall probation system.
- Have significant knowledge of and a passion for evidence-based practices and be skilled in their application.
- Be a perennial learner with the desire to be an expert in our changing field and have the desire to coach others.
- Be able to organize, oversee, and complete multiple projects simultaneously with limited supervision.
- Demonstrate leadership by showing initiative to engage in project management and establish programs.
- Demonstrate how he or she continues to use technology to improve a process within their respective discipline(s) of the probation office.

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- Excel in the Federal Judicial Center's competencies for Experienced U.S. Probation and Pretrial Services Officers.
- Have extensive knowledge of available resources.
- Be able to identify and evaluate organizational needs; develop and write proposals, policies, and procedures; and implement programs and initiatives.
- Be able to conduct creative and interactive training and provide consultation and constructive feedback.
- Be skilled in communicating effectively, both orally and in writing, with diverse individuals and groups to provide information, facilitate meetings, and influence decision-makers and strive for high level achievement.
- Be able to identify and evaluate needs, develop proposals, and implement programs relating to district programming needs.
- Be able to conduct training and provide consultation on issues relating to district programming needs.
- Be able to understand and review data.
- Have the ability to actively listen and synthesize disparate viewpoints into a shared vision.
- Demonstrate the ability to form strategic relationships with profit and non-profit entities.

BENEFITS

Employees of the U.S. Probation and Pretrial Services Office are eligible to receive benefits which include participation in the Federal Employees Retirement System, Thrift Savings Plan, choice of a health benefit plan from several options, life insurance, optional long term care coverage and long term disability coverage, optional vision insurance and dental insurance, annual and sick leave, paid parental leave, a pre-tax reimbursement program, eleven federal holidays, and mandatory Electronic Funds Transfer for payment of net pay. More benefits information may be found [here](#).

HOW TO APPLY

Applicants who meet the requirements should:

1. Submit a cover letter (two-page limit) discussing:
 - a. How you have maintained fluency in officer safety, use of force, and critical-incident protocols; and
 - b. How you have engaged in mission-driven decision making.
2. Submit a resume (two-page limit) citing professional experience and educational background.
3. Submit your two most recent performance evaluations.
4. Submit a [current AO 78 application](#). Questions 19, 20, and 21 on the application must be answered. Please note the additional documents related to military service that may be required to complete the process (listed on page one of the application).
5. Qualified applicants should upload their documents using our HR Employment Application System located at:

<https://opportunities.ilnb.uscourts.gov/Employment/appform.cfm?ref=yv7gpw3b&pos=24-08>

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Note: This system will not let you continue without uploading all documents. If you fail to provide the required documents, your application package will be considered incomplete and may not be considered.

Unofficial transcripts may be uploaded via the link above. However, if not already on file with TXN Probation & Pretrial Services, **official transcripts** must be submitted by:

- A link sent to HR@txnp.uscourts.gov from your university or college, or
- Regular mail or overnight courier to:

U.S. Probation - HR Department
1100 Commerce Street, Room 1329
Dallas, TX 75242

DISCLOSURES

- U.S. Probation reserves the right:
 - To modify the conditions of this job announcement.
 - To withdraw or re-advertise the announcement.
 - Not to fill the position listed in this announcement.
- Applications will be accepted from U.S. Citizens and Non-Citizens as allowed by appropriations and statute.
- Applicants selected for interviews must travel at their own expense, and relocation expenses will not be reimbursed. Applicants who are invited to interview may advise the Human Resources office if an accommodation is necessary.
- U.S. Probation requires employees to adhere to a Code of Ethics and Conduct.
- Employees are appointed to excepted service and serve at the pleasure of the Court.

Questions regarding this announcement may be directed to hr@txnp.uscourts.gov. Additional information about employment within U.S. Probation & Pretrial Services, and blank application and references forms may be found here:



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