General Statement of Duties
Performs supervisory duties over a probation unit, which includes establishing operating procedures and assisting in administering a probation program.

Distinguishing Characteristics
This class is distinguished from Senior Probation Officer, which performs full-performance level professional work providing case management by interviewing/investigating/counseling and referring clients for probation; preparing pre-sentencing reports and other documents for the court. This class is also distinguished from Electronic Monitoring Probation Officer series, which provide a safe environment for the community through performing 24/7 hours on-call monitoring of and providing a structured environment for court assigned offenders.

Guidelines, Difficulty and Decision-Making Level
Guidelines are in the form of stated objectives for the section, unit, function or project.

Work assignment is generally unstructured and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability and problem solving.

Employee is responsible for simultaneous coordination and supervision of several functions, programs or projects in various stages of completion.

Level of Supervision Received & Quality Review
Under supervisory direction, the employee is responsible for accomplishing the objectives of middle management. Employee makes decisions or recommendations regarding hiring decisions, performance ratings, merit increases, promotional opportunities, disciplinary actions, and/or resolution of grievances or complaints. Serves as a role model for the employees they supervise and resolves day-to-day problems as they arise. Work is reviewed for their leadership, bringing the team together, delegating, and the use of independent judgement and discretion.

Interpersonal Communication & Purpose
Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion and judgment and specialized knowledge are required in carrying out the programs and policies of an organization.

Level of Supervision Exercised
Supervises two (2) or more employees who do not supervise.

Essential Duties
Supervises the work of probation officers, clerical staff and other assigned personnel in the processing of probation.

Plans/schedules/coordinates/assigns work and establish goals/priorities for subordinate employees.

Reviews work upon completion for adherence to guidelines and standards.
Resolves problems encountered by employees during the course of the assignment.

Develops/implements required training programs and trains staff in day to day operations.

Maintains a caseload of individuals placed on probation.

Develops/implements development plans to provide cross training of employees, specific job related training, and other approaches to provide opportunities for staff flexibility and development.

Implements and interprets policies/procedures developed by higher level managers. Develops/recommends/coordinates the implementation of new procedures for the assigned function.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Initiates/recommends disciplinary action for employees as necessary.

Interviews and selects staff reporting directly to this position and assists with other interviews as required. Assists in the development of departmental budgets.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

**Competencies**

**Decision Making** - Makes sound, well informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.

**Delivering Results** - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

**Coaching** - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

**Influencing** - Collaborates with, persuades and influences others.

**Reading** - Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

**Writing** - Recognizes or uses correct English grammar, punctuations and spelling; communicates information in a succinct and organized manner; produces written information, which may include technical material that is appropriate for the intended audience (preparing professional reports that clearly express and convey ideas and concepts).

**Knowledge & Skills**

Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, government regulations, executive orders, agency rules, government organizations and functions, and the democratic political process.

Knowledge of research techniques sufficient to be able to determine what information is needed, secure and analyzes desired information, and formulate logical recommendations.
Knowledge of interviewing techniques sufficient to be able to obtain and/or verify necessary information.

Knowledge of techniques and objectives of probation counseling and relative court procedures sufficient to be able to adequately counsel probationers.

Skill in assessing physical and mental condition of clients though diagnostic testing and interviews.

Skill in recognizing non standardized situations and preparing recommendations for problem resolution.

**Education Requirement**

Bachelor's Degree in Psychology, Sociology, Human Services, Corrections, or a related field.

**Experience Requirement**

Three (3) years of experience in case writing and investigation, or in case work and counseling in areas such as probation, prison, alcohol and drug abuse, domestic violence, or related fields including one year experience as a project leader or lead worker on an interim basis.

**Education & Experience Equivalency**

Additional appropriate type/level of experience may be substituted for the minimum education requirement on a one year for one year basis except one year experience as a project leader or lead worker. Additional appropriate type and level of experience may be substituted for the minimum education requirement on a one year for one year basis.

**Licensure & Certification**

By position, requires a valid Driver's License at the time of application.

By position, possession of Alcohol and Drug Evaluating Specialist (ADES) Certification from the State of Colorado at the time of application. Possession of ADES Certificate is required by the completion of probation period.

Licenses and certifications must be kept current as a condition of employment.

**Working Environment**

Subject to varying and unpredictable situations
Handles emergency or crisis situations
Subject to many interruptions
Subject to long irregular hours
Potential exposure to dangers of assaults/hazards.

**Level of Physical Demand**

1-Sedentary (0-10 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Sitting: Remaining in the normal seated position
Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.
Carrying: Transporting an object, usually by hand, arm, or shoulder Stooping: Bending the body by bending spine at the waist
Handling: Seizing, holding, grasping or otherwise working with hand(s) Talking: Expressing or exchanging ideas by means of spoken words. Eye/hand/foot coordination: Performing work through using two or more
Far Acuity: Ability to see clearly at 20 feet or more
Near Acuity: Ability to see clearly at 20 inches or less
Field of Vision: Ability to see peripherally
Ability to adjust vision to bring objects into focus
Color Vision: Ability to distinguish and identify different colors.

### Background Check Requirement

- Criminal Check
- Employment Verification
- By position, Motor Vehicle Record
- Education Verification
- Licenses/Certification

### Assessment Requirement

- Professional Supervisor

### Probation Period

Six (6) months.

### Class Detail

- Pay Grade: N-812
- FLSA Code: N
- Management Level: 7
- Established Date: 9/21/2018
- Established By: Lori Schumann
- Revised Date:
- Revised By:
- Class History: