

UNITED STATES DISTRICT COURT

Western District of North Carolina

United States Probation Office

REPOSTING - CAREER OPPORTUNITY

Job Announcement Number: 25-02

Position Title: UNITED STATES PROBATION OFFICER - SUPERVISION

Starting Salary: CL23 - \$47,661 - \$73,222
CL25 - \$52,062 - \$83,296
CL27 - \$60,451 - \$98,291
CL28 - \$72,475 - \$117,782

Grade Level: CL 23 – CL 28
*Most starting salaries are at the beginning of the pay range**

Position Location: Charlotte, NC

Open Date: March 24, 2025

Closing Date: April 21, 2025 (Close of business - 5:00 p.m.)

The United States Probation & Pretrial Services Office for the Western District of North Carolina is recruiting for a U.S. Probation Officer (Supervision) in our Charlotte office.

PRIMARY DUTIES

Supervision Duties: Supervise defendants/offenders to provide positive lifestyle changes and to maximize compliance to court-imposed conditions, reduce risk to the community, and to provide correctional treatment. Assess risk, develops objectives and strategies for controlling risk, and address identified needs. Utilize evidence-based practices into daily activities and interactions involving defendants/offenders. Maintain personal contact with defendants/offenders by way of both office-based visits and home/community contacts which could take place in unsafe neighborhoods or environments where illegal activities and violence could occur. Investigates employment, sources of income, lifestyle and associates to assess risk, needs and compliance. Responsible for detection of substance abuse through defendant/offender assessment and implements the necessary treatment referrals and/or violation proceedings. Detect and investigate any violations of supervision and implements appropriate alternatives and sanctions. Report violations of the conditions of supervision to the court and appropriate authorities. All officers will initiate contact and seek information from organizations or persons such as the U.S. Parole Commission, Bureau of Prisons, other probation officers and attorneys, concerning defendants'/offenders' behavior and conditions of supervision. Detect and investigate violations and implement appropriate alternatives and sanctions. Report violations of the conditions of supervision to the appropriate authorities. Prepare reports, which may include application of U.S. Sentencing Commission revocation guidelines. Makes recommendations for disposition. Testifies at court or parole hearings. Perform all other duties as assigned.

QUALIFICATIONS (Required Education):

All United States Probation Officer positions require completion of a bachelor's degree from an accredited college or university in a field of academic study, such as criminal justice, criminology, psychology, sociology, human relations, or business or public administration, which provides evidence of the capacity to understand and apply the legal requirements and human relations skills involved in the position.

EXPERIENCE

In addition to meeting the education requirements, applicants must also have specialized experience in the amounts shown in the table below.

CL 23	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 position.
CL 25	One year of specialized experience; or Completion of the requirements for a bachelor's degree from an accredited college or university and one of the following superior academic achievement requirements: <ul style="list-style-type: none">• An overall "B" grade point average equaling 2.90 or better of a possible 4.0; or• Standing in the upper third of the class; or• "3.5" average or better in the major field of study, such as business or public administration, human resources management, industrial relations, or psychology; or• Election to membership in one of the National Honorary Scholastic Societies meeting the minimum requirements of the Association of College Honor Societies, other than Freshman Honor Societies; or Completion of one academic year (30 semester or 45 quarter hours) of graduate work in a field of study closely related to the position.
CL 27	Two years of specialized experience, including at least one year equivalent to work at the CL 25; OR Completion of a master's degree in a field of study closely related to the position, or a Juris Doctor (JD) degree.
CL 28	Three years of specialized experience, including at least one year equivalent to work at the CL 27.

Specialized experience is defined as progressively responsible experience, gained after the completion of a bachelor's degree, in such fields as probation, pretrial services, parole, corrections, criminal investigations, or work in substance/addiction treatment field.) Experience as a police, custodial, or security officer, other than any criminal investigative experience, is not creditable. Also, any volunteer or unpaid internship experience is not considered creditable.

PHYSICAL REQUIREMENTS AND MAXIMUM ENTRY AGE

The duties of probation and pretrial services officers require the investigation and management of alleged criminal defendants or convicted offenders who present physical danger to officers and to the public. In the supervision, treatment, and control of defendants/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. On a daily basis, these officers 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 officers must effectively deal with physical attacks and are subject to moderate to arduous physical exertion, applicants must be physically capable. Officers must possess, with or without

corrective lenses, good distance vision in at least one eye and the ability to read normal size print. Normal hearing ability, with or without a hearing aid, is also required. Any severe health problems, such as physical defects, disease, and deformities that constitute employment hazards to the applicant or others, may disqualify an applicant. Examples of health problems that may be disqualifying are an untreated hernia, cardiovascular disorders, serious deformities or disabilities of the extremities, mental health disorders, fainting and/or seizure disorders, metabolic disorders, bleeding disorders, pulmonary disorders, and marked speech abnormalities.

First-time appointees to positions covered under law enforcement officer retirement provisions must not have reached their 37th birthday at the time of appointment. Applicants 37 or over who have previous law enforcement officer experience under the Civil Service Retirement System or the Federal Employees' Retirement System and who have either a subsequent break in service or intervening service in a non-law enforcement officer position may have their previous law enforcement experience subtracted from their age to determine whether they meet the maximum age requirement.

Prior to appointment, the selectee considered for this position will undergo a medical examination and drug screening. Upon successful completion of the medical examination and drug screening, the selectee may then be appointed provisionally, pending a favorable suitability determination by the court. In addition, as conditions of employment, incumbent 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 subject to subsequent fitness-for-duty evaluations.

The medical requirements and the essential job functions derived from the medical guidelines for probation officers, pretrial services officers and officer assistants are available for public review at: <http://www.uscourts.gov/services-forms/probation-and-pretrial-services/probation-and-pretrial-officers-and-officer>

BACKGROUND INVESTIGATION, DRUG SCREENING AND MEDICAL STANDARDS

The selected candidate will be subject to a full background investigation as a condition of permanent employment. Employment will be considered provisional until the background investigation is completed, successful completion of the medical examination and a favorable employment suitability is determined.

HOW TO APPLY

Applicants must submit the following in a **SINGLE PDF DOCUMENT**:

Applications submitted via Zip Files, Google Drive, or any format other than what is required will not be reviewed.

- Cover letter and resume
- Narrative addressing the Quality Ranking Factors
- Completed AO-78, Application for Judicial Branch Federal Employment (found on our website at <http://www.ncwp.uscourts.gov/employment>)
- Copy of two most recent performance evaluations
- Copy of transcripts for a bachelor's degree and any advanced degree

Application packages submitted in the wrong format, or missing required documents, will not be considered.

QUALITY RANKING FACTORS

Applicants must submit a narrative statement addressing the factors listed below.

1. Describe your qualifications, skills, and abilities that are relevant to the field of probation, pretrial services, corrections, counseling or case management.
2. Describe why you are interested in an appointment with the Western District of North Carolina in Charlotte.

Complete applications should be submitted via e-mail to hr@ncwp.uscourts.gov by close of business on **Friday, April 21, at 5:00 p.m. (EST)**. All application materials **MUST** be sent as a **single PDF document**. The application form AO-78 is available at www.ncwp.uscourts.gov. Please reference Job Announcement # 25-02.

IF YOU HAVE APPLIED WITHIN THE LAST SIX MONTHS YOUR APPLICATION WILL BE CONSIDERED FOR THIS POSITION.

Applicants selected for interviews will be required to take a skills test that assesses written and verbal skills as well as analytical reasoning abilities.

INFORMATION FOR APPLICANTS

Electronic Fund Transfer (EFT) for payroll deposit is required. Applicants must be U.S. citizens or eligible to work in the United States. The court is not authorized to reimburse candidates for travel in connection with an interview or to pay relocation expenses to the selected candidate. Due to the volume of applications received, the U.S. Probation Office will contact only the most qualified applicants who will be invited for an interview. Only those interviewed will receive notification when the vacancy is filled.

- The Probation Office reserves the right to modify the conditions of this job announcement, or to withdraw the announcement, any of which may occur without prior written or other notice. More than one position may be filled from this posting. In the event that a position becomes vacant in a similar classification, within a reasonable time of the original announcement, the Probation Chief may elect to select a candidate from the applicants who responded to the original announcement without posting the position.

BENEFITS

- Eleven (11) paid federal holidays
- Paid annual and sick leave
- Retirement benefits under the Federal Employees Retirement System (FERS)
- Health Benefits under the Federal Employee's Health Benefits Program (FEHB)
- Dental and Vision insurance options under the Federal Employees Vision and Dental Insurance Program (FEDVIP)
- Flexible Benefits Program
- Life Insurance benefits under the Federal Employee's Group Life Insurance Program (FEGLI)
- Long Term Care Insurance options through the Federal Judiciary or the Office of Personnel Management (OPM)

The Western District of North Carolina is an Equal Employment Opportunity Employer and strives to build and maintain a diverse and inclusive workforce.