

UNITED STATES PROBATION & PRETRIAL SERVICES OFFICE MIDDLE DISTRICT OF LOUISIANA



NOTICE OF VACANCY

*The United States Probation & Pretrial Services Office for the Middle District of Louisiana is accepting applications for the position of **Probation/Pretrial Services Officer**.*

ANNOUNCEMENT NUMBER: 22-USPO-2

LOCATION OF POSITION: Baton Rouge, Louisiana

POSITION TITLE: Probation/Pretrial Services Officer
Full-Time Permanent Position (FTP), Excepted Service

CLASSIFICATION LEVEL: Court Personnel System, Classification Level 25

STARTING SALARY: \$45,591 – \$56,551 annually depending on experience

OPENING DATE: Monday, May 9, 2022

CLOSING DATE: Tuesday, May 31, 2022, 12:00 PM CST

STARTING DATE: TBD

- *This position has promotion potential without further competition up to classification level 28.*
- *USPO transfers are welcome and encouraged to apply. Current classification level and step will be considered with regard to pay setting.*

POSITION OVERVIEW:

The United States Probation & Pretrial Services Office for the Middle District of Louisiana is accepting applications for the position of Probation/Pretrial Services Officer. This position reports to a Supervisory United States Probation Officer. By statute, Probation/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. Officers perform duties that involve general pretrial services or probation cases. USPO transfers from another district are welcome and encouraged to apply.

REPRESENTATIVE DUTIES:

- Conducts investigations, which include offense, prior record, and personal and family.
- Compiles, analyzes, and evaluates information gathered during presentence investigations. Prepares presentence reports.
- Supervises offenders to facilitate adherence to imposed conditions, reduce risk to the community, and to provide correctional treatment, as necessary. Develops and implements supervision plans.
- Maintains personal contact with offenders through office and community/home visits and by telephone. Refers offenders to appropriate outside agencies such as medical and drug treatment facilities, and employment and training sources.
- Initiates contacts with, replies to, and seeks information from organizations and persons concerning offenders' behavior and conditions of supervision. Detects and investigates possible violations and implements appropriate alternatives and sanctions. Reports violations to appropriate authorities.
- Conducts preliminary interviews and other investigations, as required.
- Maintains a detailed written record of case activity.
- Performs all other duties as required by the Court.

GENERAL INFORMATION AND REQUIREMENTS:

Applicants must be United States citizens or eligible to work in the United States. Applicants must possess a four-year (Bachelor of Arts or Bachelor of Science) degree from an accredited college or university in a field of academic study such as criminal justice, criminology, psychology, sociology, human relations, business, or public administration **AND** one of the following (*not subject to substitutions*):

- One-year specialized experience equivalent to the CL-23; or
- Completion of bachelor's degree and superior academic achievement; or
- Completion of one academic year of graduate work in a field of study closely related to the position.

Per Administrative Order 2021-7 all employees must be "fully vaccinated" against the COVID-19 virus (unless the Court has granted an exemption from this vaccination mandate on medical or religious grounds). "Fully vaccinated" is defined as two weeks after receiving the second dose of a two-dose vaccine (Pfizer or Moderna) or the single-dose vaccine (Johnson & Johnson). Acceptable forms of proof of vaccination include the Centers for Disease Control COVID-19 Vaccination Record Card issued by the vaccine provider or the SMART Health Card that can be found in the LA Wallet application for mobile devices. Exemptions to the vaccination requirement will only be considered for individuals with medical conditions that prevent them from being vaccinated or for individuals with sincerely held religious beliefs

that prohibit them from being vaccinated. Procedures for exemption requests will be provided upon request.

PREFERRED SKILLS AND EXPERIENCE:

- Knowledge of federal law and the criminal justice system and how it relates to the role and function of the Probation/Pretrial Services Officer.
- Strong familiarity with techniques in supervising defendants: skill in working with violent and/or difficult individuals and implementing negotiation and motivation techniques.
- Ability to exercise discretion; demonstrated skill in legal reasoning and critical thinking.
- Knowledge of automated/internet resources and systems available for conducting background checks, criminal histories, and other investigative databases (ex. National Crime Information Center)
- Excellent organizational and problem-solving skills. Ability to compile and summarize information within established time frames.
- Knowledge of legal terminology and the Bail Reform Act.
- Ability to interact and communicate effectively (orally and in writing) with individuals of diverse backgrounds including criminal defendants, law enforcement personnel, judicial personnel, and attorneys.
- Ability to follow safety procedures within the office and while in the community.
- Master's degree preferred.

MEDICAL REQUIREMENTS:

The duties of Probation/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 to operate a firearm, and use of self-defense tactics. On a daily basis, 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.

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, the incumbent will be subject to ongoing random drug screenings, updated background investigations every five years, and as deemed necessary by management for reasonable cause, may be subject to subsequent fitness-for-duty evaluations.

TRAINING REQUIREMENT:

As a newly appointed Probation/Pretrial Services Officer you will be required to participate in and complete the Initial Probation and Pretrial Services Training (IPPT) program. The program takes place at The Federal Probation and Pretrial Academy located in Charleston, South Carolina, at the Federal Law Enforcement Training Center (FLETC). The duration of this program is 6 weeks / 29 training days. The officer must pass written and practical exams and complete required electronic learning modules in order to satisfy the graduation requirements. Enrollment will be requested once the officer is officially appointed to the position.

MAXIMUM ENTRY AGE:

United States Probation/Pretrial Services Officers are covered under the law enforcement retirement provision that requires mandatory separation at age 57 with at least 20 years of service due to the physical requirements of the position. Therefore, first-time appointees must have not reached their 37th birthday at the time of appointment. Applicants age 37 or over who have previous law enforcement officer 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 officer position may have their previous law enforcement officer experience subtracted from their age to determine whether they meet the maximum age requirement.

BENEFITS:

Judiciary employees serve under excepted appointment (not civil service). The Federal benefits package includes:

- Eleven paid Federal holidays
- Paid annual and sick leave
- Retirement benefits under the Federal Employees Retirement System (FERS/FRAE LEO)
- Traditional and Roth Retirement savings and investment plan under Thrift Savings Plan (TSP) with employer matching contributions.
- Health benefits under the Federal Employees Health Benefits Program (FEHB)
- Supplemental Dental and Vision Benefits offered through Federal Employees Vision and Dental Plan (FEDVIP)
- Life insurance benefits under the Federal Employees Group Life Insurance Program (FEGLI)
- Flexible Benefits Program for Health Care Reimbursement and Dependent Care Reimbursement
- Paid on-site assigned parking
- 24-hour on-site fitness facility
- This position is subject to mandatory electronic fund transfer (direct deposit) for payment of net earnings.

APPLICATION PROCEDURES:

Qualified applicants should submit a complete applicant's packet which includes: a letter of interest, a current/detailed resume, three professional letters of recommendation, a copy of the applicant's last performance evaluation, and a completed Application for Judicial Branch Federal Employment (Form AO-78). Packets must be received by 12:00 PM CST on Tuesday, May 31, 2022, to be considered. You must reference the announcement number in your letter of interest. Packets will not be considered complete until all of the items listed above have been received by Human Resources. Hard copies will not be accepted. Please email or fax your complete packet to:

humanresources@lamd.uscourts.gov

(Attachment must be saved as **one** PDF file – Multiple attachments WILL NOT be accepted.)

OR

Attention: Human Resources; Fax: 225.389.3542

ADDITIONAL INFORMATION:

Due to the volume of applications received, the United States Probation and Pretrial Services Office will contact only the most qualified applicants who will be invited to one (or more) personal interview(s) and will be required to complete a written test. Applicants selected for interviews will participate via Zoom

meeting or may be required to travel to the designated location at their own expense. The Court is not authorized to reimburse applicants for travel and/or relocation expenses. Only those who are interviewed will receive a written response regarding their application status. If you are not contacted by our office, another candidate within the recruitment field, with either more experience or qualifications, was selected. Please do not call.

A high sensitive background investigation with law enforcement agencies, including fingerprint and criminal record checks, will be conducted as a condition of employment. Any applicant selected for a position will be hired provisionally pending a favorable suitability determination by the court after completion of the background investigation, drug screen, and medical examination. Unsatisfactory results may result in termination of employment.

The Court requires employees to adhere to a Code of Ethics and Conduct which is available to applicants for review upon request. Employees of the United States Courts are NOT included in the government's Civil Service classification. They are, however, entitled to the same benefits as other federal government employees. Employees who work at the Court are considered at-will and work at the pleasure of the court. This position is subject to mandatory electronic fund transfer (direct deposit) participation for payment of net earnings.

The Court has the right to modify the conditions of this vacancy announcement, withdraw the announcement, or fill the position at any time before the closing date, any of which may occur without prior written notice. The selectee will be subject to a one-year probationary period in this position. Multiple vacancies may be filled from this announcement.

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 humanresources@lamd.uscourts.gov. The decision on granting reasonable accommodations will be made on a case by case basis. The United States Probation & Pretrial Services Office for the Middle District of Louisiana is an Equal Opportunity Employer and values diversity in the workplace.