



**UNITED STATES PROBATION OFFICE**  
**Eastern District of Texas**  
**Probation Officer**  
Vacancy Announcement 08-04

Posting Date:	March 26, 2008
Closing Date:	April 11, 2008
Type:	Permanent Full-time

Salary:	\$39,367 - \$74,355
Location:	Sherman, Texas
Entrance on Duty:	Flexible

**INTRODUCTION:** The United States Probation Office for the Eastern District of Texas has an immediate opening for a full-time U.S. Probation Officer in the Sherman office. The incumbent is hired by the Chief Probation Officer and works directly for the U.S. Probation Office. This position offers promotion potential up to CL-28.

**REPRESENTATIVE DUTIES:** Incumbent conducts investigations and prepares reports for the Court with recommendations concerning the release or sentencing of individuals who have been charged with or convicted of federal offenses. The preparation of these reports requires interviewing defendants and their families; investigating the offense, prior record and financial status of the defendant; and contacting law enforcement agencies, attorneys, victims of the crime, schools, churches, and civic organizations. An integral part of this process is the interpretation and application of the U.S. Sentencing Commission guidelines and relevant case law. Incumbent testifies in court as to guideline applications and serves as a resource to the Court to facilitate proper imposition of sentence.

Incumbent supervises offenders to maximize adherence to imposed conditions, reduce risk to the community, and provide correctional treatment. This is accomplished through personal contact with offenders in office and community settings. Offenders' employment, source of income, lifestyle and associates are investigated to assess risk and measure compliance. Incumbent detects evidence of substance abuse and takes appropriate action, which may include implementing necessary treatment or initiating revocation proceedings. Incumbent also refers offenders to appropriate outside agencies for counseling, treatment, employment assistance, and training.

**REQUIRED EDUCATION/EXPERIENCE:** 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 relation skills involved in the work of the position of probation officer and **two years specialized experience**. Specialized experience is progressively responsible experience, gained after completion of a bachelor's degree, in such fields as probation, pretrial services, parole, corrections, criminal investigation, or work in substance/addiction treatment. Experience as a police, custodial or security officer, other than any criminal investigative experience, is not creditable.

**QUALIFICATIONS:** Incumbent must have solid analytical skills; excellent written and oral communication skills; ability to organize, oversee, and complete multiple projects simultaneously; and the ability to maintain confidentiality and work harmoniously with others. Computer skills including a working knowledge of computer software such as WordPerfect 9 and Windows XP and the ability to type are required.

**PHYSICAL REQUIREMENTS AND MAXIMUM AGE ENTRY:** The duties of probation officers require the investigation and management of alleged criminal defendants and 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 to operate a firearm, 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 of efficiently performing these duties. 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. In most instances, the amputation of an arm, hand, leg, or foot will not disqualify an applicant from appointment; however, severe health problems or physical defects that constitute employment hazards to the applicant or others may disqualify an applicant.

First time appointees to positions covered under law enforcement officer retirement provisions must not have reached their 37<sup>th</sup> birthday at the time of the appointment. Applicants 37 and older who have previous law enforcement 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 officer experience subtracted from their age to determine whether they meet the maximum age requirement.

**SPECIAL REQUIREMENTS FOR PROBATION OFFICERS:** First time appointees to the position of U.S. Probation Officer must undergo an extensive government background investigation. Further, 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/fedprob/system/medicalrequirements.html> and <http://www.uscourts.gov/fedprob/system/essentialfunctions.html>

**First time appointees will also be required to participate in a six-week National Training Academy in Charleston, South Carolina.**

**EMPLOYEE BENEFITS:** The United States Probation Office offers an excellent work environment. Court employees are covered by the Court Personnel System and are entitled to benefits that include participation in the Federal Employees Retirement System, choice of a health benefit plan from several options, a Flexible Benefit Program (pre-tax contributions for health care and dependent care expenses), life insurance, annual and sick leave, a Long Term Care plan, periodic salary increase, and the Thrift Savings Program (retirement savings plan) with matching funds. Benefits also include from 13 to 26 vacation days, 10 paid holidays per year and 13 days of sick leave annually which may be used for care of sick family members.

**INFORMATION FOR APPLICANTS:** The United States Probation Office is part of the Judicial Branch of the United States Government. An applicant must be a U.S. citizen or eligible to work in the United States. Judiciary employees serve under excepted appointments (not civil service) and are “at will” employees. This position is subject to mandatory Electronic Funds Transfer for payment of net pay. Additional information about Probation and Pretrial Services can be found at [www.uscourts.gov](http://www.uscourts.gov).

**APPLICATION PROCESS:** Submit applications by mail to the address below. The application is located at [www.txep.uscourts.gov](http://www.txep.uscourts.gov) and must be received by April 11, 2008. Only applicants who are selected to proceed to the next step will be contacted.

U.S. PROBATION OFFICE  
ATTN PERSONNEL SPECIALIST  
300 WILLOW ROOM 327  
BEAUMONT TX 77701

**THE COURT IS NOT AUTHORIZED TO REIMBURSE A CANDIDATE FOR TRAVEL IN CONNECTION WITH AN INTERVIEW OR PAY FOR ANY RELOCATION EXPENSES.**