



# Hamilton County, Ohio Court of Common Pleas Job Opportunity

An Equal Opportunity Employer

Posting Number: 49-94

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Deadline to Apply: Open Until Filled

## **POSITION: Probation Officer I – Elevated Supervision**

**DEPARTMENT:** Hamilton County Court of Common Pleas – Probation Department

**LOCATION:** 800 Broadway, Cincinnati, OH 45202

**WORK HOURS:** 70 hours bi-weekly (full-time), Monday – Friday, 8 a.m. – 4 p.m.

**FLSA STATUS:** Hourly/Non-Exempt

**SALARY:** \$27.89 per hour

**Highly Competitive Employee Benefits Package and Generous Paid Time Off**

### **Listed below are the QUALIFICATIONS for the position:**

A bachelor's degree from an accredited institution. Must possess the knowledge, skills and abilities as listed in the job description. The listed job competencies are integral to the position and are considered during the hiring process. Work experience in a related field is preferred. Must successfully complete a background investigation which includes a polygraph examination and psychological evaluation. Must be RCIC certified and ORAS (Ohio Risk Assessment System) certified or obtain certification(s) once employed. If required to carry a taser and/or firearm, must obtain and maintain required certification. Must possess a valid driver's license.

### **Listed below is a summary of the JOB DUTIES:**

Work involves the supervision of offenders placed on Probation or Community Control by the Court of Common Pleas. This position supervises and manages a caseload of offenders who require elevated supervision based on their individualized needs and risk assessment. Supervision is provided to low/moderate to very high risk offenders, including offenders participating in any of the specialty courts/dockets. The purpose of this position is to utilize assessments that identify risk, need and responsivity with the intention of developing effective intervention strategies targeted at reducing recidivism and promoting compliance through the use of evidence-based practices.

#### ***Essential Functions:***

- Promotes and adheres to the Vision, Mission, Core Principles and Values of the Court of Common Pleas Probation Department.
- Responsible for the supervision of a caseload of offenders who have been placed on Probation/Community Control and, after an assessment of their risk and needs, determined them to be appropriate for elevated probation supervision.
- Informs probationers of the rules and conditions of their probation.
- Supervises and provides caseload management to assigned offenders to ensure their compliance with Court orders and financial obligation requirements.
- Assesses offender risk level to determine recommendations for the appropriate area of needs to be targeted.
- Develops an individualized case plan for each probationer based on their risks and needs.
- Maintains appropriate contact with probationers, whether by phone or office visits, as necessitated by each individual probationer.
- Maintains accurate notes in CMS on the status of probationers.
- Maintains a complete and accurate file for each probationer on the caseload.
- Completes necessary paperwork such as letters, entries, warrants, reports, probation violations, etc.

- Monitors random drug screens of offenders.
- Utilizes effective intervention strategies aimed at reducing recidivism.
- Communicates with offenders while utilizing evidence-based practices in everyday interactions with offenders (e.g., role playing, rehearsals, modeling, positive feedback, effective approval/disapproval).
- Provides positive reinforcement to and builds rapport with offenders to promote compliance through the use of evidence-based practices.
- Determines appropriate counseling or treatment referral based on risk and needs assessment, and provides treatment referral and/or crisis intervention, if needed.
- Notifies the Field Supervision Unit when any of the following contacts are required: home visit, address verification, probationer transport, well check, treatment provider visit, CBCF visit, arrest, warrant service, etc.
- Provides and tracks appropriate dosage hours for each offender based upon the identified risk level to aid in the successful transition of the offender from elevated supervision.
- Ensures timely and accurate documentation of CCIS web paperwork to effectively transition probationer from elevated supervision.
- Maintains complete, accurate, and current assessment information for probationers in the ODRC Gateway Portal.
- Prepares pre-sentence and post-sentence investigation reports as ordered.

***Additional Essential Functions Required of all Probation Officer Positions***

- Fosters an inclusive and culturally competent work environment.
- Maintains effective lines of communication with all staff and stakeholders.
- Promotes and adheres to departmental policies and procedures.
- Contributes to a strong, supportive and productive team environment.
- Provides positive reinforcement to and builds rapport with offenders.
- Attends and testifies in Court as needed.
- Prepares summaries and court documents regarding the offender for the Court's review.
- Maintains confidentiality of department and/or sensitive information.
- Maintains a professional demeanor during stressful situations.
- Responds courteously to inquiries, which are sometimes controversial or adversarial.
- Maintains proficiency and applicable certification with all job and training requirements.
- Maintains professional and technical knowledge by attending professional training and conferences.
- Adheres to assigned work schedule while exhibiting regular and predictable attendance.
- Develops and sustains productive working relationships with local law enforcement.
- Maintains professional conduct and attire.

***Marginal Functions***

- May be required to perform an arrest of a probationer or conduct any field related activity if Field Probation Officers are unavailable.
- If firearms certified, must follow all policies and procedures for proper use and handling of a firearm as well as recertification requirements.
- Performs related duties as required.

***Knowledge, Skills and Abilities***

- Knowledge of probation principles and practices and court practices and procedures.
- Knowledge of sociology, psychology, law enforcement and other social sciences.
- Knowledge of application of validated risk and need assessment tools, and how they translate into case plans and supervision strategies.
- Ability to learn and implement evidence-based practices in the field of community corrections including effective interventions/supervision strategies.
- Knowledge of casework, cognitive-behavioral strategies, social learning theory and practices, core correctional practices and protective factors and ability to apply this knowledge when working with offenders.
- Knowledge of effective responses to non-compliant and/or anti-social behavior and incentives to reinforce pro-social behavior.

- Ability to utilize graduated sanctions and incentive/reward in an evidence-based manner.
- Ability to apply principles of influence systems, such as motivation, incentive, and leadership, and to exercise independent judgment to apply facts and principles for developing approaches and techniques to resolve problems.
- Knowledge of services available to probationers on a referral basis.
- Knowledge of rehabilitation techniques.
- Ability to receive feedback, willingness to learn and embrace continuous improvement.
- Ability to engage productively and sensitively with persons of varying cultures and diversity.
- Ability to learn and apply new skills, methods and procedures as well as balance treatment and accountability when working with offenders.
- Ability to exercise judgment, decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.
- Ability to work effectively under pressure.
- Ability to multi-task and prioritize tasks.
- Ability to analyze situations quickly and objectively, and to determine proper course of action to be taken.
- Ability to cope with situations firmly, courteously, tactfully, and with respect for the rights of others.
- Ability to employ defensive tactics, subject control, and de-escalation techniques.
- Ability to perform physical demands and exhibit mental aptitude needed to perform work duties including recognition of unusual or threatening conditions, maintain self-control and take appropriate action.
- Ability to maintain confidentiality of sensitive information.
- Ability to communicate effectively with probationers, probation staff, judges, courtroom staff, treatment providers, victims, law enforcement, and other professionals in the Court system.
- Ability to evaluate, audit, deduce, and/or assess data using established criteria including exercising discretion in determining actual or probable consequences and in referencing such evaluation to identify and select alternatives.
- Ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; may include ability to perform statistical analysis.
- Ability to learn and utilize various computer systems and become RCIC certified.
- Ability to operate, maneuver and/or control equipment, tools, and/or materials used in performing essential functions, including standard office equipment such as computer, copier, calculator, and fax machine.
- If permitted to become firearms certified, ability to maintain firearm qualification and certifications and follow all guidelines for the proper use and handling of firearms.
- If carries a taser, ability to pass a taser instructional course and to successfully be recertified on a yearly basis.

***Job Competencies Integral to Position***

- **Knowledge, Skills, and Abilities:**  
Possesses, acquires, and maintains the technical/professional expertise required to do the job effectively and to create solutions. Technical/professional expertise is demonstrated through problem-solving, applying professional judgment, and competent performance.
- **Decision-making/Problem Solving:**  
Makes sound, well-informed, and objective decisions promptly. Compares data, information, and input from a variety of sources to draw conclusions. Takes action that is consistent with available facts, constraints, and probable consequences. Applies both rational and creative processes to identify unknown root causes of problems. Based on the situation, decides the best course of action, implements the solution and evaluates the outcome. Calculates and evaluates the long-term consequences of a decision.
- **Stress Tolerance:**  
Maintains effective performance under pressure. Handles stress in a manner that is acceptable to others and the organization. Stays calm and even-tempered when handling crises, stressful situations, continuous change, or unexpected developments. Able to recover from difficult situations and is seen as a settling influence in a crisis.

- **Teamwork:**  
Works effectively in a team environment to accomplish organizational goals. Builds constructive working relationships with interested stakeholders to identify and meet mutual goals and objectives. Participates as an active and contributing member of teams with a focus on improving offender outcomes and department goals. Shares information and credit as appropriate for team accomplishments. Helps create and maintain strong morale and a feeling of belonging within the team. Acts as if “true success” is the success of the whole team.
- **Conflict Management:**  
Uses appropriate interpersonal styles and techniques to reduce tension and/or conflict between two or more people, can size up situations quickly, can identify common interests, and facilitate resolution. Steps up to conflicts and sees them as opportunities. Finds common ground and achieves cooperation without disruption to workflows or interpersonal relationships.
- **Cultural Competence:**  
Values an inclusive organization where the differences of all people are respected, valued, and utilized towards achieving common goals. Respects and relates well to people from varied backgrounds and understands diverse worldviews. Sensitive to group differences. Sees diversity as an opportunity, respectfully challenges bias and intolerance. Supports equal and fair treatment.
- **Communication:**  
Conveys and receives information and ideas through a variety of media to individuals or groups in a manner that engages the listener, helps them understand and retain the message and, invites response and feedback. Keeps others informed as appropriate. Demonstrates effective written, verbal, and listening skills.
- **Collaboration:**  
Develops and maintains effective working relationships with coworkers and stakeholders using strong interpersonal skills to meet mutual goals and objectives. Obtains cooperation from others. Seeks and encourages win-win alternatives.
- **Influence:**  
Uses appropriate interpersonal skills and techniques to gain support and acceptance for ideas or solutions. Uses influencing strategies to gain mutually beneficial agreements. Seeks to persuade rather than force solutions to improve decisions or regulations and recognizes personal autonomy of others.
- **Dependability and Reliability:**  
Personally responsible. Completes work in a timely, consistent manner and is committed to being available during business hours to further organizational goals. Demonstrates regular and punctual attendance and arrives prepared for work. Committed to doing the best job possible and diligently follows through on commitments. Consistently meets deadlines.

### ***Working Conditions***

Moderate noise in business office setting.

### ***Physical Demands***

- Work involves a significant amount of standing, walking, sitting, talking, listening, stooping, crouching, reaching with hands and arms, and typing and viewing computer screens.
- Must be able to detect the use of alcohol and/or drugs by smell.
- Must be able to transfer up to 25 pounds.
- Must be able to operate an electronic stun device.
- Ability to reach into file drawers in standard four-drawer filing cabinets.
- Visual ability sufficient to effectively operate a computer, copier, calculator, and fax machine.

- Hearing ability sufficient to record notes of court proceedings, hearings and conferences, and to converse with other individuals both in person and by telephone.
- Speaking ability sufficient to communicate effectively in person and by telephone.
- Ability to read and prepare reports with recommendations.

#### ***Communications***

Conveys and receives information in person and over the telephone, as well as by automated means.

#### **HOW TO APPLY FOR THE POSITION:**

Please send a cover letter and resume by e-mail, fax or mail.

**E-mail:** [HRCourt@cms.hamilton-co.org](mailto:HRCourt@cms.hamilton-co.org)

**Fax:** (513) 946-5809

**Mail:** Hamilton County Courthouse

ATTN: Krista Ventre

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