

The County of Nassau is seeking qualified candidates for the position of Deputy Director of Probation.

GENERAL STATEMENT OF DUTIES

This is a management level position in a Group D probation department, serving a jurisdiction having a population of 400,000 or more as specified by Executive Law §257(6)(a). The incumbent assists a Probation Director (Group D) in the administration of the department primarily by managing the work activities and supervising an Assistant Probation Director (Group D), Probation Supervisors II/Principal Probation Officers and/or Probation Supervisors I. The incumbent also assists the Probation Director (Group D) in the planning, organization, direction and coordination of the department. He/she may also directly oversee the activities of a division within the probation department. The work is performed under the general supervision of a Probation Director (Group D) with extensive leeway allowed to exercise independent judgment in carrying out the details of the work. The position of Deputy Probation Director (Group D) differs from that of a Deputy Probation Director (Group C) in that the Deputy Probation Director (Group D) is employed in a larger department. A Deputy Probation Director (Group D) is a Peace Officer pursuant to Criminal Procedure Law Section 2.10 and may be authorized to carry a firearm in the performance of his/her duties. The incumbent will perform all related duties as required.

TYPICAL DUTIES

1. Assists a Probation Director (Group D) in planning, organizing and supervising the activities of the department including planning, assigning and supervising the work of subordinate staff;
2. Assists a Probation Director (Group D) in controlling the work of the department through assignments to supervisory personnel and directing and reviewing their performance;
3. Assists a Probation Director (Group D) in developing and administering a departmental budget by approving certain expenditures, reviewing personnel and non-personnel needs/costs and recommending requests for appropriations;
4. Assists a Probation Director (Group D) in developing and administering an agency personnel program, including staff selection, evaluation, discipline and labor relations;
5. Maintains systems for recordkeeping that ensures the accuracy, availability and security of client and financial information;
6. Assists a Probation Director (Group D) in developing and implementing administrative processes, policies and procedures for intake, investigation, report preparation, case management, probation supervision and declaration of delinquency;
7. Assists a Probation Director (Group D) in conducting or conducts staff meetings to discuss program goals, objectives and performance and plan more effective and efficient operations;
8. Assists a Probation Director (Group D) in planning and supervising staff training and development;
9. Assists a Probation Director (Group D) with the public relations responsibilities of the department including meeting with various community groups regarding the agency's activities, disseminating information and maintaining effective relationships with community groups and resources;
10. Acts in the place of a Probation Director (Group D) in his/her absence.

11. Confers with Probation Supervisors II/Principal Probation Officers regarding the delivery of probation services;
12. Oversees the maintenance of case records and financial obligation records, and establishes appropriate related policies;
13. Assists a Probation Director (Group D) in planning and supervising staff training and development;
14. Confers and/or meets with judges, court personnel, attorneys, other law enforcement, educational and social agencies and other entities involved with probation activities to help ensure cooperative working relationships;
15. May directly oversee the activities of a division within the probation department;
16. May coordinate with local leadership to respond to media inquiries regarding probation department activities; and
17. May use a firearm in performing duties and exercising authority pursuant to departmental policy.

FULL PERFORMANCE KNOWLEDGES, SKILLS, AND ABILITIES

1. Thorough knowledge of the principles and techniques of investigation, interviewing, case recording and report preparation as they apply to probation activities;
2. Thorough knowledge of laws and rules pertaining to probation work and the functions and procedures of family and criminal courts;
3. Thorough knowledge of the principles underlying human behavior, growth and development;
4. Thorough knowledge of current trends and developments in the fields of probation and community corrections;
5. Thorough knowledge of methods and differential supervision of probationers including the application of cognitive behavioral interventions and motivational techniques;
6. Thorough knowledge of effective assessment, case planning and management;
7. Thorough knowledge of special offender populations such as domestic violence offenders, sex offenders, DWI offenders, youthful offenders, juvenile offenders, Persons in Need of Supervision and juvenile delinquents;
8. Thorough knowledge of juvenile and adult risk and needs assessment instruments;
9. Thorough knowledge of principles and practices of third level supervision;
10. Thorough knowledge of the specific rules and procedures related to the department worked in;
11. Good knowledge of community resources;
12. Good knowledge of the geography of the jurisdiction employed in;
13. Good knowledge of social sciences, including sociology, psychology, and demography;
14. Good knowledge of employment, training and treatment options available to probation;
15. Working knowledge of the provisions of the Health Insurance Portability and Accountability Act (HIPAA) regulations and policies relating to confidentiality of case record information;
16. Working knowledge of the local government budget process;
17. Working knowledge of firearm safety;
18. Skill in the use of firearms where authorized;
19. Ability to apply management techniques and plan, organize and direct the operations of an agency of the size employed in;
20. Ability to plan, supervise and manage the work of others;

21. Ability to help develop and administer a budget;
22. Ability to help develop and administer a personnel program;
23. Ability to establish and maintain effective working relationships;
24. Ability to understand and interpret complex written technical information including statutes, regulations and operational procedures;
25. Ability to communicate effectively both orally and in writing;
26. Ability to safely and effectively use a firearm if so authorized.

MINIMUM QUALIFICATIONS

Training and Experience

Open Competitive

(For appointment to positions in the non-competitive class* or when filled on an open-competitive basis):

Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents to grant degrees, with a Bachelor's degree or higher which included or was supplemented by thirty (30) credit hours in the social or behavioral sciences and two (2) years of experience as a Probation Director (Group C); or three (3) years as a Probation Director (Group A), Probation Director (Group B), Deputy Probation Director (Group C), Assistant Probation Director (Group D), Deputy Probation Director (Group B), or Probation Supervisor II/Principal Probation Officer or equivalent experience in a probation agency.

NOTE: 1. Course work at the graduate degree level in social work, social sciences, education, administration, law, criminal justice, or a related field may be substituted for work experience for a maximum of one (1) year of experience.

2. Social Science includes areas of study concerned with humans living in relation to other humans in a social environment and such as anthropology, criminal justice, economics, geography, history, political science, psychology, and sociology.

Behavioral Science is a subset of social science characterized by observation of the behavior of living organisms and focused on human social behavior such as psychology, sociology, anthropology, counseling, criminal justice, gerontology, human behavior, social work/social welfare and vocational rehabilitation.

Training and Experience

Promotion

(For appointment to positions in the competitive class):

One (1) year of permanent competitive class service as an Assistant Probation Director (Group D) or two (2) years of permanent competitive class service as a Probation Supervisor II/Principal Probation Officer or three (3) years of permanent competitive class service as a Probation Supervisor I.

Necessary Special Requirement

Possession of a current driver's license or ability to otherwise meet the transportation requirements of the position.

NOTE: 1. Individuals whose duties and responsibilities include the use of a firearm must also complete training pursuant to Criminal Procedure Law Section 2.30(3).

2. The class specifications including the minimum qualifications for positions in Probation Departments are established by rule and regulations of the Division of Criminal Justice Services. These class specifications are found in Title 9 NYCRR Part 347, Appendix H-10, Standard Specifications for Professional Probation Positions.

3. One position of Deputy Probation Director (Group D) shall be allocated to the non-competitive class as provided for by Executive Law Section 257(6)(a). Additional positions of Deputy Probation Director (Group D) are allocated to the competitive class pursuant to Executive Law Section 257 (1).

For consideration, please submit resume, cover letter and salary requirements to jobs@nassaucountyny.gov

Nassau County Residency Preferred. Benefits package and NYS Pension

NASSAU COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

PERSONNEL CHOSEN FOR MERIT AND FITNESS WITHOUT REGARD TO RACE, RELIGION, SEX, AGE, NATIONAL ORIGIN, DISABILITY, MARITAL STATUS OR ANY OTHER BASIS PROTECTED BY LAW