

Deputy Chief - Juvenile Probation

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Locations

3125 W Durango St, Phoenix, AZ 85009

Posting Date

11/29/22

Application Deadline

12/11/22

Pay Range

The Judicial Branch of Arizona in Maricopa County offers an outstanding comprehensive salary and benefits package. The salary range for this position is \$123,344 - \$157,664 annually, commensurate with the successful candidate's qualifications and experience.

The Deputy Chief Probation Officer is an Unclassified position and not covered by the Judicial Merit System Resolution and Rules or the Classified Personnel Rules.

This position is exempt under the FLSA.

What We Offer

We offer generous paid time off, paid sick leave, and 10 paid holidays! We have affordable medical, dental, and vision insurance, and our employees are entitled to coverage by one of several State-sponsored retirement pension plans, our employee assistance program, and wellness incentives. Additionally, our employees have the option of life insurance, disability, a group legal plan, and pet insurance. [Click here to learn more!](#)

About the Position

The Judicial Branch of Arizona in Maricopa County is seeking a Deputy Chief in the Juvenile Probation Department who is a proactive, innovative, and collaborative leader with well-rounded experience in the juvenile justice system. The Deputy Chief, in partnership with the Chief, leads the organization towards excellence as a model juvenile justice agency that engages in data-driven decision-making and evidence-based practices.

The Deputy Chief position may be assigned to either one of two primary deputy positions within the Department. Specifically, these include the Detention Services Bureau and the Community Services Bureau. Both deputy positions work closely with the Probation Chief and seven Probation Division Directors, assigned to the respective Bureaus, to continuously advance the efficient and effective use of

resources to optimize service delivery, align with the needs of the Court, and support the Judicial Branch's mission, vision, and values.

The Judicial Branch of Arizona Mission:

We are dedicated to providing a safe, fair, and impartial forum for resolving disputes, enhancing access to our services, and providing innovative, evidenced-based practices that improve the safety of our community and ensure the public's trust and confidence in the Judicial Branch.

The Judicial Branch of Arizona Vision and Values:

We are committed to excellence and the principles inherent in the rule of law...every person, every day, every time. We fulfill these principles through a culture that values Fairness, Respect, Integrity, Innovation, and Safety.

Serving a population of 4.5 million people over 9,800 square miles, the Judicial Branch of Arizona in Maricopa County, the nation's fourth-largest trial court, is a state general jurisdiction court with over 40 locations, approximately 3,200 employees, and an operating budget of \$300 million. The Branch has jurisdiction over civil, juvenile, criminal, family, probate, and mental health, as well as statewide tax cases. It includes the Superior Court, the Adult Probation Department, and the Juvenile Probation Department.

The Juvenile Probation Department employs a diverse and motivated staff of approximately 600 employees which includes the responsibility of providing 24/7 custodial intake and secure detention, diversion from formal court involvement, and court-ordered community supervision. The Department operates with a budget of approximately \$80 million, which is a blend of federal grants, state grants, and county appropriations. The two Deputy Chiefs serve over the Department along with 8 other members of the executive leadership team in addition to the Chief and the Administrative Director.

Candidates applying to join this Executive Team are joining a team that strives to use data and best practice principles that align with our mission, vision, and values to drive decision-making. The Department continually seeks new and innovative research-based approaches to improve services and outcomes. Team members are expected to support and contribute to the collaborative environment where members are expected to challenge processes, challenge and assist one another, and think both broadly and long term with a mindset of continuous improvement.

Position Qualifications:

This position requires thorough, in-depth knowledge of the juvenile justice system, courts, probation-related theories, principles, laws, case law, and operations. The successful candidate must have the ability to initiate and establish new programs and work within a team of department administrators and supervisors to advance management objectives and initiatives. The successful candidate is expected to provide strong executive leadership, vision, and policy development for the Juvenile Probation

Department and the Judicial Branch of Arizona in Maricopa County.

The Deputy Chiefs, in partnership with the Juvenile Probation Chief, will guide the development of the Juvenile Probation Department's vision, mission, goals, and objectives consistent with the strategic priorities, vision, and mission of the Judicial Branch. Broad knowledge of and experience in executive management, strategic planning, business process re-engineering, applied research, technology applications, budgeting, personnel management, and project management is required.

The ideal candidate will have demonstrated interpersonal and team-building skills, be someone who leads by example, and possesses the ability to empower and motivate department staff to work as a team toward the achievement of organizational goals. The successful candidate will have knowledge of complex issues facing youth and families involved with the Juvenile Court, including behavioral health issues and the relevance of trauma; contemporary methods of principles, practices, and implementation trends of juvenile justice and/or child welfare; evidence-based practices and data-driven decision-making; and judicial juvenile procedures and practices.

The Deputy Chief requires significant experience in managing others and applying professional knowledge, skills, and abilities to achieve key operational results.

Essential Job Tasks:

- Sets the tone, temperament, and character for leadership of the Executive Team and broader Management Team
- Frequently assists the Chief Probation Officer in all roles including creating a vision and culture that is realized through the development and implementation of the Department's strategic vision, mission, and plan
- Along with the rest of the Executive Team, determines the key initiatives, grants, projects, and other pursuits that the Juvenile Probation Department will engage in to further its mission
- Continuously reviews, interprets, and shapes department policy, goals, and directives for the management staff of the various divisions to ensure the department objectives are consistent with the Judicial Branch and the department's mission and strategic plan
- Provides engaging leadership and change management in instituting effective system improvement (reform) efforts, in such areas as responsible utilization of juvenile detention and alternatives, structured decision-making informed by objective tools, racial and ethnic disparity reduction, and juvenile justice and child welfare alignment
- Manages and aligns the Department's array of juvenile justice services and programs to ensure a comprehensive, dynamic, and cost-effective service delivery system that is responsive to youths' criminogenic needs and is person-centered, recovery-oriented, trauma-informed, integrated, and culturally intelligent
- Consistently evaluates continuing operations for effectiveness in accordance with detention standards, relevant code, and evidence-based practices and, if indicated, initiates corrective action through discussion with the management staff involved

- Develops, plans, and follows through on change initiatives and acts as a champion for that change
- Studies and reports on anticipated needs, training related to staff safety issues for detention and field operations, and implements as needed
- Manages department resources, and assists in the development and monitoring of annual budgets
- Establishes and maintains effective professional relationships with county and state officials, key community leaders, and stakeholders
- Represents the department in interactions with the courts, civic groups, news media, and other public or private groups in matters relating to Juvenile Probation as designated
- Provides direct leadership of the work of Division Directors within the department
- Routinely reviews operations and secures compliance with policy, Court Administrative Orders, and State mandates
- Constantly consults with and advises management staff on problems concerning personnel, procedures, and services
- Assigns and reassigns professional and administrative personnel according to the needs of the Court and department
- Works effectively with Judicial Officers and other court personnel in a collaborative manner to resolve court-wide issues
- Serves on and leads committees and workgroups associated with the broader Judicial Branch.
- Serves as an active member of various committees involved in state initiatives led by the Administrative Office of the Arizona Supreme Court
- Acts for the Chief Probation Officer during absences

Minimum Education and Experience:

We recognize your time is valuable, so please apply if you meet the following required qualifications:

Education:

- Bachelor’s degree in the behavioral or social science disciplines, public administration, management, criminal justice, or a related field

Experience:

- Eight (8) years of related supervisory or management experience in a correctional, parole, or probation field

OR

Combined education and experience qualifications:

- Master’s degree in a related field AND at least five (5) years of related supervisory or management experience in a correctional, parole, or probation field

Other Requirements:

- Per the Arizona Code on Judicial Administration, this position requires that applicants must be a US Citizen or legal resident of the United States of America.

- Per the Arizona Code on Judicial Administration, this position requires that applicants, who are not currently a Certified Probation Officer in Arizona, successfully complete a comprehensive background check, polygraph, and psychological evaluation.
- The selected candidate will be required to complete the two-week Probation Officer Certification Academy and one week of Defensive Tactics training, within the first year of employment if not already certified in the state of Arizona.
- Interested applicants must submit a cover letter, resume, and five (5) professional references with their application. This information should reflect the size of the organizations, significant accomplishments, scope of responsibility, and professional positions held, including dates.

Knowledge, skills, and abilities:

Knowledge of:

- The functions, responsibilities, and authority of a county probation department
- Laws and regulations relating to the criminal and juvenile justice systems
- Budget administration
- Negotiation methods
- Current management theory and practice
- Organizational development
- Principles and practices of performance-based budgeting
- Effective supervision and performance management
- Team-building techniques
- Contract administration
- Community Supervision principles of evidence-based practices
- Detention principles and practices (juvenile)

Skill in:

- Leadership: Change Leadership, Creating Vision, Setting Direction
- Management: Coaching/Mentoring, Fiscal Management, Guiding Staff, Planning & Organizing, Program Management, Quality Driven
- Interpersonal: Coalition Building, Persuading Others, Teamwork
- Personal: Adaptable & Flexible, Inspire Trust
- Analytical: Holistic Thinking
- Communication: Giving Presentations

Ability to:

- Formulate, explain, interpret, and implement policies
- Plan, organize, prioritize, and delegate work
- Analyze information, identify problems, project consequences, and make recommendations or develop solutions
- Balance competing priorities
- Exercise independent judgment
- Prepare and administer budgets and plan for equipment, space, and personnel needs

- Establish and maintain effective working relationships with staff, other departments, elected and appointed officials, other agencies, and the community
- Prepare clear, complete, and concise reports
- Work well under pressure
- Use tact and diplomacy in representing the department
- Persuade and influence others

Working conditions:

May respond to crime scenes that may include staff or probationers and involve weapons, hazardous materials, drugs, and contagious diseases both in the community and within institutions.

Must have the ability to operate a variety of equipment necessary to perform job duties such as motor vehicles, computers, telephones, and radios. Must possess independent body mobility to stand, walk, bend and sit for prolonged periods of time and/ or drive a vehicle; the manual dexterity necessary to reach, grasp, hand write, and use a computer; vision sufficient to see and read; hearing and speech sufficient to communicate in person and over the phone; the ability to lift, drag, push and carry items of various weight up to 50 pounds.

All probation officers must "demonstrate, by proficiency testing, competency and understanding of the physical and verbal techniques and tactics presented at the defensive tactics training academy." ACJA § 6-107(G)(1)(b). The proficiency testing is based on whether they can perform the skills or tactics (or comparable alternatives) necessary for self-defense. Therefore, those selected for the position must successfully complete the 40-hour Defensive Tactics Training Academy as soon as practical, but no later than 120 days from the date of employment.

- Forcefully raise arms above head (straight arm wristlock and takedown).
- Perform minor aerobic activity.
- Stand for up to 2 hours at a time.
- Engage in balanced movements.
- Throw hand strikes (fist strikes and palm-heel strikes).
- Use impact weapons (ability to swing arms in a striking action with a baton that weighs 16 ounces).
- Kick at targets below 24" (front snap kicks).
- Perform controlled falls and return to a standing position unassisted (break falls and recovery).
- Complete hand strikes and kick drills at partial speed.
- Sustain exposure to Oleoresin Capsicum (OC) spray.
- Engage in fighting techniques while on the ground.
- Be able to bend knees, lower center, and touch the ground with one hand (break fall recovery and baton closing technique).
- Be able to bend knees to a 45-degree angle (all ground techniques).