

PROBATION OFFICER I TRAINEE (SPANISH-SPEAKING)

DISTINGUISHING FEATURES OF THE CLASS: This is a one (1) year traineeship used to appoint individuals to an entry-level Probation Officer I (Spanish-Speaking) position in a probation department responsible for the care of adults and juveniles subject to probation supervision or intake services which require them to meet certain standards of conduct. A Probation Officer I Trainee (Spanish-Speaking) is responsible for participating in a continuous in-service training program regarding the investigative, supervision, counseling and coaching duties and responsibilities of a Probation Officer I (Spanish-Speaking), and under close and on-going supervision of a higher-level probation administrator, performs such duties and exercises such responsibilities in a limited nature. The work is distinguished from that of a Probation Officer I (Trainee) in that some of the duties performed in this position require the incumbent to possess speaking and reading ability in Spanish at the fluency level indicated in the Note below. A Probation Officer I Trainee (Spanish-Speaking) 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. Does related work as required.

TYPICAL WORK ACTIVITIES:

Most tasks are performed under the direct supervision of a probation professional:

- Participates in an in-service training program regarding the investigation, supervision, counseling and coaching duties and responsibilities of a Probation Officer I (Spanish-Speaking) and develops goals and objectives to ensure the successful completion of the training program;
- Gathers, verifies, reviews and analyzes social, medical, mental health, substance abuse, sex offender, legal and other documentation and by interviewing defendants/respondents, victims, law enforcement personnel and other case related individuals to conduct pre-plea/pre-sentence/pre-disposition investigations;
- Prepares reports regarding persons awaiting disposition of the courts;
- Prepares progress reports on probationers and periodically reviews case histories to determine the degree of adjustment;
- Prepares violation and final case reports;
- Conducts risk and need assessments and evaluates results for pre-trial, and investigation;
- Promotes risk reduction by providing direction and support to help the probationer change factors that promote and maintain criminal/delinquent behavior;
- Prepares case plans and explains conditions of sentence/disposition to probationers;
- Monitors probationers' compliance with conditions of probation;
- Performs drug and alcohol screenings, and collects DNA samples from probationers;
- May develop and maintain professional relationships with other social and law enforcement agencies and cooperates with them in matters of mutual interest such as assisting probationers with life adjustments;
- May arrange for medical, mental health, substance abuse treatment and other services according to individual probationer's needs or court orders;
- May testify in court or at violation hearings;
- May use a firearm in performing duties and exercising authority pursuant to departmental policy.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

Working knowledge of interviewing and investigation techniques and practices related to probation; working knowledge of laws pertaining to probation work and the functions and procedures of family and criminal court; working knowledge of assessment and case planning of individuals; working knowledge of the tools used to monitor compliance with conditions of probation, such as drug and alcohol screenings, DNA collection and electronic monitoring devices; working knowledge of the geography of Rockland County*; working knowledge of community resources, employment, training and treatment options available to probationers; ability to understand and follow oral and written instructions; ability to understand, interpret and prepare written material; ability to communicate effectively both orally and in writing; ability to establish and maintain effective cooperative relationships with others; ability to speak, read, and understand colloquial Spanish; ability to safely and effectively use a firearm if so authorized.

(over)

MINIMUM QUALIFICATIONS: A Bachelor's degree or higher with at least thirty (30) credit hours in the Social or Behavioral Sciences.

NOTES:

1. 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.
2. 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.
3. Incumbents are expected to possess a Level III proficiency in Spanish (as defined by the Local Examination Division of the State of New York Department of Civil Service) which requires that the incumbent: be able to use the language fluently and accurately on all levels normally pertinent to professional needs; can understand and participate in any conversation within the range of their own personal and professional experience with a high degree of fluency and precision of vocabulary; can respond appropriately even in unfamiliar situations; can handle informal translation from and into the language; with occasional use of a dictionary or grammar, can readily read difficult prose intended for the general reader, and specialized materials in their own area of expertise.

SPECIAL REQUIREMENTS:

1. Possession of a current driver's license or the ability to otherwise meet the transportation requirements of the position.
2. When authorized by the Director of Probation III to carry or use a firearm in the performance of official Probation Officer Trainee duties, must, prior to carrying or using such firearm, complete firearms training in accordance with Criminal Procedure Law (2.30) (3) and in a program approved by the Municipal Police Training Council (MPTC).
3. Completion of required course of fundamentals of probation practice, given by the New York State Division of Probation and Correctional Alternatives within one (1) year of appointment.
4. Completion of Peace Officer certification training in a program approved by the New York State Municipal Police Division within one (1) year of appointment.
5. When considered for appointment a candidate must be able to demonstrate a Level III proficiency in Spanish as indicated in the Note above. The language proficiency of the permanent appointees will be further evaluated during the post-appointment probationary period.

*To be demonstrated during the probationary period.

**Upon successful completion of the one-year traineeship the incumbent is appointed to the position of Probation Officer I (Spanish-Speaking) without further examination.