



CAREER OPPORTUNITY

UNITED STATES DISTRICT COURT Western District of Tennessee Probation and Pretrial Services Office

Seanda D. Reed
Chief U.S. Probation Officer

Vacancy # 25-04

Memphis
167 N. Main, Suite 234
Memphis, Tennessee
38103

Jackson
109 South Highland,
Suite 101
Jackson, Tennessee
38301

www.tnwd.uscourts.gov

Position: United States Probation Officer Assistant
Classification: CL 25
Salary: \$50,927 - \$81,480 (based on qualifications and experience)
Duty Station: Memphis, Tennessee

Introduction

The U.S. Probation and Pretrial Services Office, Western District of Tennessee, is accepting applications for the position of U.S. Probation Officer Assistant. This position will be assigned to the Post-Conviction Unit in Memphis, TN. Occasional travel to the Jackson Office may be required. By statute, the Probation Officer Assistant serves in a judiciary law enforcement position and assists in the administration of justice. The incumbent promotes community safety, gathers information, supervises offenders/defendants, interacts with collateral agencies, prepares reports, conducts investigations, and presents recommendations to the court. The incumbent performs duties that involve general probation/pretrial cases, under the guidance of a probation officer.

Responsibilities

- Under guidance from a probation officer, supervise a caseload of low-risk offenders/defendants requiring contact by telephone, in the office, and in the field. Investigate employment, sources of income, lifestyle, and associates to assess risk and determine compliance. Maintain case files and records, as well as detailed chronological records of activity.
- Assist probation officers with less complex presentence and bond investigations to include compiling criminal histories, and profiles, running record checks through local and national databases, conducting inquiries with collateral agencies, and performing other similar activities. Provide officers with accurate and factual information to assist in their completion of probation reports.
- Under guidance from a probation officer, draft and submit selected reports. Observe, and apprise the supervisor of the lifestyle, personal problems, and needs of offenders/defendants. Assist in the development of community resources to meet those needs.
- Under the guidance of a probation officer, respond to judicial officers' requests for information and occasionally testify in court, regarding the basis for factual findings and, if applicable, guideline applications.
- Conduct collateral investigations and draft and submit collateral reports, which may entail making telephone, office, and/or field contacts.

Announcement Date:
6/6/2025

Closing Date:
7/4/2025



WD/TN MISSION

We serve the Courts of the Western District of Tennessee with honesty and integrity and assist in the fair administration of justice. We guide individuals towards growth and positive change, while protecting the public and fostering community safety.

- Collect and conduct urine tests on offenders/defendants of the same gender and maintain appropriate records.
- If bilingual or multilingual, assist officers and non-English speaking offenders, family members, and witnesses in translating speech, documents, and correspondence, as required.
- Operate various criminal justice, law enforcement, and probation automated systems.
- Participate in ongoing training and development programs.
- Perform other appropriate duties as assigned.

Education Requirements

- Completion of a bachelor's degree from an accredited college or university is required for all probation officer assistant positions. Fields of academic study may include 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 relations skills involved in the position.

Minimum Qualifications

- U.S. citizen or eligible to work in the United States.
- Applicants must have a strong foundation in basic computer functionality and software applications including Microsoft Word, Excel.
- Applicants must have a demonstrated ability to organize, prioritize, compile and summarize work within established time frames. Attention to detail is critical.

Preferred Qualifications

- Master's degree in related field of study.
- At least one year of paid or volunteer work as a probation/pretrial officer or other community corrections professional.
- Demonstrated ability to work under pressure with short deadlines while maintaining a positive and professional demeanor.
- Demonstrated ability to exercise discretion and sound judgment, maintain confidentiality, and foster high ethical standards.
- Demonstrated ability to interact and communicate effectively, both orally and in writing, with people of diverse backgrounds. This includes offenders, law enforcement personnel, collateral resources, and community service providers.
- Ability to analyze and interpret written communications.

Competencies (Knowledge, Skills, and Abilities):

- **Probation and Law Enforcement**
 - General knowledge of the roles and functions of the federal probation and pretrial services office. General knowledge of the roles, responsibilities, and relationships among the federal courts, U.S. Parole Commission, U.S. Marshals Service, Bureau of Prisons, U.S. Attorney's Office, Federal Public Defender's Office, and other organizations.
 - General knowledge of federal probation and parole policies and procedures. Knowledge of surrounding community and available community resources. Knowledge of automated/internet resources and



The U.S. Probation and Pretrial Services Office reserves the right to amend or withdraw any announcement without written notice to applicants. If a subsequent vacancy of the same position becomes available within 6 months from the closing date, the Chief U.S. Probation Officer may elect to select a candidate from the original qualified applicant pool.

systems available for conducting background checks, criminal histories, and other similar information (i.e., National Crime Information Center). Knowledge of investigative and supervision techniques, including familiarity with resources available to verify offenders'/defendants' information.

- Skill in reviewing and summarizing legal concepts and issues. Skill in reasoning and critical thinking. Skill in relating to other people.
- Ability to evaluate case information and offender/defendant circumstances. Ability to compile and summarize information (such as background checks and criminal histories) within established timeframes. Ability to follow safety procedures. Ability to organize, prioritize work schedule, work with limited supervision, and to exercise discretion. Ability to work under pressure of short deadlines.
- **Judgment and Ethics**
 - Knowledge of and compliance with the *Code of Conduct for Judicial Employees* and court confidentiality requirements. Ability to consistently demonstrate sound ethics and judgment.
- **Written and Oral Communication/Interaction**
 - Ability to communicate effectively (orally and in writing) with individuals and groups, including law enforcement and collateral agency personnel at different governmental levels, community service providers, and offenders/defendants. Ability to interview and gather information.
- **Information Technology**
 - Skill in the use of automated equipment including mobile devices, word processing, spreadsheet, and database applications, and various other types of software. Ability to utilize computer software and automated systems. Ability to perform record checks, record urinalysis results, compile criminal history information, and similar activities pursuant to adequate instruction.

Medical Requirements

- The duties of probation officers and probation officer assistants require the investigation and management of alleged criminal offenders or 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 necessary to operate a firearm, and use of self-defense tactics. Daily, 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. 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. Any severe health problems, such as physical defects, disease, and deformities that constitute employment hazards to the applicant or others, may disqualify an applicant. Examples of health problems that may be disqualifying are an untreated hernia, cardiovascular disorders, serious deformities or disabilities in the extremities, mental health disorders, fainting and/or seizure disorders,



metabolic disorders, bleeding disorders, pulmonary disorders, and marked speech abnormalities. The medical requirements and the essential job functions derived from the medical guidelines for probation officers are available for public review at www.uscourts.gov.

Maximum Entry Age

- First-time appointees to positions covered under the law enforcement officer retirement provisions must not have reached their 37th birthday at the time of appointment. Applicants 37 or over 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 experience subtracted from their age to determine whether they meet the maximum age requirement.

Benefits

- Employees of the Judicial Branch are not included in the Government's Civil Service classification. They are, however, entitled to the same benefits as other federal government employees. Some of these benefits are set forth below:
 - Full-time employees accrue 13 days of paid vacation per year for the first 3 years of employment up to a maximum of 26 days per year at the 15-year anniversary.
 - Participation in a retirement program with optional participation in the federal government's deferred compensation program, the Thrift Savings Plan.
 - Optional participation in a federal health insurance plan of choice.
 - Optional participation in supplemental insurance programs, including long-term care, long-term disability insurance program and dental and vision insurance programs.
 - Optional participation in the flexible spending account program for unreimbursed medical, dental, and vision expenses; dependent care expenses; and commuter expenses.
 - A minimum of 11 paid holidays per year.
 - Time-in-service credit for employees of other federal agencies, as well as time for those with prior military service, for determining leave accrual and retirement benefits.

Conditions of Employment

- Employees of the United States Courts serve under "excepted service appointments" and are considered "at will" employees. As such, employment can be terminated at any time. Furthermore, Federal Civil Service classifications do not apply.
- Duty station assignments are at the sole discretion of the Chief Probation Officer.
- This position is subject to mandatory participation in electronic funds transfer (EFT) for payment of net pay (i.e., Direct Deposit).
- Applicants must be United States citizens or lawful permanent residents currently seeking citizenship or intending to become a citizen after meeting the eligibility requirement as outlined in 8 U.S.C § 1324b(a)(3)(B).



- False statements or omissions of information on any application materials or the inability to meet conditions of employment may be grounds for non-selection, withdrawal of an offer of employment, or dismissal after being employed.
- All information is subject to verification and background investigation.
- Applicants selected for interviews must travel at their own expense. Relocation expenses are not authorized.

Application Process

- Interested applicants must submit: (1) letter of interest; (2) a current resume; (3) contact information for three professional references; (4) AO-78, Federal Judicial Branch Application for Employment (Download from <http://www.uscourts.gov>); and (5) AO78B.
- Applications should be sent as a single pdf to: tnwpjobs@tnwd.uscourts.gov
- Applicants should include the announcement number (25-04) in the subject line of their email. Candidates will be assessed on their relevant experience; education and training; writing exercise (those selected for an interview may be subject to a writing exercise); and the strength of their interview.
- We will only communicate with those applicants selected for an interview.