

## **SNOHOMISH COUNTY JOB DESCRIPTION**

### **PROBATION COUNSELOR SUPERVISOR - JUVENILE**

Spec No. 4063

#### **BASIC FUNCTION**

To administer Probation programs and to supervise and coordinate the activities of Probation Counselors and/or Social Service Volunteers.

#### **STATEMENT OF ESSENTIAL JOB DUTIES**

1. Plans, schedules, supervises and evaluates the work of subordinate counselors and support staff; participates in the selection, discipline and termination of subordinate employees; supervises and coordinates the training of new employees, volunteers and other participants from related agencies.
2. Coordinates program services with other units within the department; screens new cases and assigns the appropriate staff; advises and assists other departmental employees.
3. Develops and reviews the operational policies and procedures to interpret, apply and ensure compliance with related laws, rules, regulations and codes.
4. Gives presentations regarding program services and activities.
5. Develops divisional programs and prepares grants; monitors and initiates program changes as necessary.
6. Performs related duties for their supervisor in her/his absence as assigned.
7. Serves as a member of the divisional management team; participates in the management/departmental meetings; participates in the preparation of divisional goals and objectives.

#### **STATEMENT OF OTHER JOB DUTIES**

8. Assures all duties of subordinate employees are appropriately assigned and may perform duties of a Probation Counselor or Probation Counselor Senior as necessary.
9. Participates in the preparation of court goals, objectives and the annual budget; ensure accountability of grant funds.
10. Performs related duties as required.

#### **MINIMUM QUALIFICATIONS**

A Bachelor's degree in psychology, social welfare or other field directly related to social services work; PLUS, two (2) years of experience in counseling, interviewing, vocational guidance or crisis intervention; OR, any equivalent combination of training and/or experience that provides the required knowledge and abilities. Must pass job related tests.

## **SNOHOMISH COUNTY JOB DESCRIPTION**

### **PROBATION COUNSELOR SUPERVISOR - JUVENILE**

Spec No. 4063

#### **SPECIAL REQUIREMENT**

- Applicants may be required to pass a criminal background check including finger printing, a reference verification, polygraph examination, a psychological and a physical examination.
- A valid Washington State Driver's License is required for employment.
- Must complete Criminal Justice Training Commission Supervisory Training within one (1) year of employment.
- Applicant must obtain Washington Association of Juvenile Court Administrator's Case Management Assessment Process (CMAP) certification as a Quality Assurance Specialist (QAS) within one (1) year of employment.

#### **KNOWLEDGE AND ABILITIES**

Knowledge of:

- interviewing, diagnostic and counseling methods and techniques;
- the literature, trends and developments in the social services area;
- the judicial and criminal justice systems;
- mental health, drug abuse and alcohol treatment systems;
- local, state and federal social service resources and agencies;
- the basic principles of program planning and supervision.

Ability to:

- plan, coordinate, supervise and evaluate the work of subordinate employees;
- effectively interview clients, prepare treatment plans, determine courses of action and evaluate individual progress;
- apply abstract principles, guidelines and concepts to concrete work situations;
- relate to and communicate with persons of diverse ages, social, economic, cultural and educational backgrounds;
- establish and maintain rapport with clients, guide them toward positive goals and communicate with them in both supportive and confrontive modes;
- communicate effectively with people regardless of age, sex or social, economic or cultural background including persons with social or behavioral problems, and communicate with litigants in both supportive and confrontive modes;
- respond effectively in crisis and emergency situations;
- express ideas and recommendations clearly and effectively both orally and in writing;
- establish and maintain effective working relationships with criminal justice system officials, community organizations and agency staff, associates, other county employees and the public;
- follow oral and written instructions;
- maintain detailed records and prepare clear, concise written reports;

## SNOHOMISH COUNTY JOB DESCRIPTION

### PROBATION COUNSELOR SUPERVISOR - JUVENILE

Spec No. 4063

#### KNOWLEDGE AND ABILITIES (continued)

Ability to:

- exercise initiative and judgment and make decisions within the scope of assigned authority;
- read, interpret and apply work related laws, rules and other regulations;
- use basic word processing, spreadsheet and database.

#### PHYSICAL REQUIREMENT

Expressing or exchanging ideas by means of the spoken word. Ability to receive detailed information through oral communication. Personal contacts are usually with other employees within the same work unit, supervisor and representatives from various departments, agencies and offices.

#### SUPERVISION

The employee reports to an administrative superior. The work is performed with considerable independence in accordance with established policies and procedures. The employee supervises the work of subordinate Probation Counselors.

#### WORKING CONDITIONS

The work is performed in the usual office environment.

Snohomish County is an Equal Employment Opportunity (EEO) employer.  
Accommodations for individuals with disabilities are provided upon request.

[EEO policy and ADA notice](#)

Class Established: June 1977 as Probation Counselor Supervisor

Previous Spec No. 520563

Revised: July 1986, April 1997, May 2002, April 2009

EEO Category: 2 – Professionals

Pay Grade: 243 – Classified Pay Plan

Workers Comp: Non-Hazardous