



UNITED STATES PROBATION OFFICE – DISTRICT OF KANSAS

Robert J. Dole U.S. Courthouse

500 State Avenue

Kansas City, KS 66101

www.ksp.uscourts.gov

United States Probation Officer

Vacancy Announcement #KC 25-2

Position Title: United States Probation Officer
Position Type: Full-Time, Permanent
No. of positions : Multiple
Location: Kansas City, Kansas
Salary Range: \$60,089 - \$117,093 (CPS CL 27-28)*

See compensation section for more information about pay progression. Starting salary is commensurate with qualifications and based upon Court Personnel System (CPS) [guidelines](#). Previous federal government service or professional background providing extensive specialized experience may qualify an applicant for a starting salary higher than the bottom of the range.

Open Date: January 6, 2025
Closing Date: January 31, 2025
Consideration: Individuals who applied for U.S.P.O. position KC24-20 previously posted in October 2024 will automatically be considered for this position and need not apply again.

POSITION OVERVIEW

A United States Probation Officer conducts investigations, provides recommendations to the court, and supervises persons who have been charged with or convicted of federal crimes. Applicants should have a thorough understanding of the criminal justice system. The full-time position is located in the Kansas City, Kansas, divisional office of the United States Probation Office for the District of Kansas.

The District of Kansas is an evidence-based organization, meaning that work is approached in a manner that has been empirically researched and proven to have measurable positive outcomes for defendants and offenders.

REPRESENTATIVE DUTIES

- Conducts investigations, prepares reports for the court and makes recommendations concerning the release or sentencing of individuals who have been charged with or convicted of federal crimes. The preparation of these reports may require interviewing defendants and their families; investigating the offense; investigating the prior criminal record and financial status of the defendant; and contacting law enforcement agencies, attorneys, victims, churches, and civic organizations. The purpose of these activities is to obtain information about the defendant's background; to assess risk; to assess the appropriateness of detention or release pending trial; to assess the probability of future criminal behavior; and to determine the amount of loss and the defendant's ability to pay monetary penalties, including restitution, fines and costs of prosecution. An integral part of the sentencing process is the interpretation and application of the U.S. Sentencing Commission guidelines and relevant case law.
- Following disclosure of the presentence report to the parties, analyzes any objections and determines appropriate course of action. Such actions include resolving disputed issues and/or presenting unresolved issues to the court for resolution.

- Presents bail and/or presentence reports and makes release or sentencing recommendations to the court. Responds to judicial officer requests for information and advice. Testifies in court as to the basis for factual findings and guideline applications. Serves as a resource to the court to facilitate proper release decision or imposition of sentence.
- Supervises defendants to maximize adherence to imposed conditions, reduce risk to the community and provide correctional treatment. Maintains personal contact with defendants through office and community visits and by telephone. Investigates employment, sources of income, lifestyle and associates to assess risk and compliance. Detects evidence of substance abuse and takes appropriate action, which may include implementing necessary treatment or initiating revocation proceedings. Refers defendants to appropriate outside agencies for counseling, treatment, employment assistance and training. The position may require extensive travel, overnight lodging, and non-standard hours including early mornings, evenings, and some weekends.
- Initiates contacts with, replies to, and seeks information from organizations and persons such as the U.S. Parole Commission, Federal Bureau of Prisons and attorneys concerning defendants' behavior and conditions of supervision. Detects and investigates violations and implements appropriate response. Reports violations of the conditions of supervision to the appropriate authorities. Prepares reports, which may include application of U.S. Sentencing Commission revocation guidelines. Makes recommendations for disposition. Testifies at court or parole hearings. Conducts preliminary interviews and other investigations as required. Maintains a detailed written record of case activity.
- Performs duties as requested in the investigation and supervision of military offenders.
- Supports evidence-based principles and practices in the District of Kansas to consistently evaluate and improve organizational performance. Upholds a commitment to the application of the risk, needs, responsivity principles in working with defendants and persons under supervision. Receives coaching and support to develop and sustain high fidelity core correctional practices. Sustains an openness to feedback and willingness to integrate feedback into practice.
- Performs other duties as required by the U.S. District Court and the Chief Probation Officer.

REQUIRED EXPERIENCE AND QUALIFICATIONS

Completion of a bachelor's degree from an accredited college or university in a field of academic study such as 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 work of the position, is required for all probation officer positions.

Two years of specialized experience or completion of a master's degree in a field of study closely related to the position, or a Juris Doctor degree.

PREFERRED QUALIFICATIONS

The successful applicant will have:

- Knowledge and/or experience with evidence-based practices.
- Experience with offender workforce development initiatives and certification programs.
- Financial investigations and/or background.
- Leadership and supervisory experience.
- Ability to speak Spanish and interpret for Spanish speaking clients.
- Experience working with gangs and sex offender populations.

***COMPENSATION**

The Court Personnel System allows for default and discretionary within grade increases and grade promotions up to a position's target grade as well as a variety of employee recognition incentives. Additionally, federal employees may receive an annual cost of living increase, which increases the dollar figures within each pay grade. Employees typically

receive at least two pay increases per year. The District of Kansas is firmly committed to the development and advancement of its officers. Typical pay progression, with acceptable performance and budget permitting, is that line officers are at target grade and starting the full performance range after approximately three years as a U.S.P.O. That 2025 dollar figure is currently \$90,067 in this position's locality. Additionally, officers may compete for senior, supervisory, and executive positions, which are currently compensated as follows:

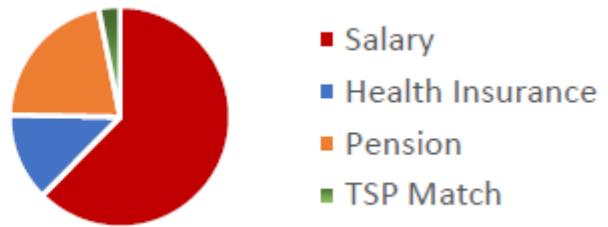
- Senior U.S. Probation Officer, CL 29, currently \$85,660 to \$139,267
- Supervising U.S. Probation Officer, CL 30, currently \$101,236 to \$164,552
- Assistant Deputy Chief U.S. Probation Officer, CL 31, currently \$119,090 to \$193,542
- Deputy Chief U.S. Probation Officer, JSP 16, currently \$174,598 to \$226,978
- Chief U.S. Probation Officer, JSP 17, currently \$200,522 to \$232,229

BENEFITS

1. 13 days paid vacation for each of the first three years
2. 20 days paid vacation annually after three years
3. 26 days paid vacation annually after 15 years
4. 13 days paid sick leave annually
5. 11 paid federal holidays
6. Participation in the Federal Employees Retirement System, which is a lifetime pension payable after as few as 20 years service as a federal law enforcement officer
7. Participation in the Thrift Savings Plan (TSP) with 100% government match on up to 5% of compensation
8. Health, Dental, Vision, and Group Life Plans
9. Participation in the Flexible Benefits Program for Health and Dependent Care
10. Up to 12 weeks of Paid Parental Leave per year for eligible employees with qualifying event
11. Employee Recognition Program
12. Access to National Judiciary Training programs
13. Authorized remote work when available
14. Participation in Federal Occupational Health (FOH)/Employee Assistance Programs (EAP)
15. Student loan forgiveness for qualified individuals, pursuant to the [PSLF](#) program
16. Free parking
17. Free onsite fitness center

Illustration of a total compensation package of this position at target grade and starting full performance range with family health coverage through BCBS and contributing 5% to TSP.

Salary	\$90,067.00
Health Insurance	\$18,564.00
Pension	\$31,077.00
TSP Match	\$4,503.00
Total Value:	\$144,211.00



APPLICATION PROCEDURE

To apply for this position, applicants must submit the following application materials in a single Adobe PDF document via email to hr@ksd.uscourts.gov.

1. cover letter summarizing your educational and professional experience relevant to the position,
2. professional resume,
3. [Federal Judicial Branch Application for Employment](#) , and
(Form AO-78: separate forms available for PC and Mac users)
4. college transcript (unofficial)

Applicants selected for an interview may be asked to submit an original certified college transcript and copies of the two most recent job performance evaluations, if applicable.

* Current District of Kansas employees do not need to submit the AO 78 application form.

* You SHOULD respond to questions 18, 19, and 20 of the AO 78 application form, in accordance with the Fair Chance to Compete with Jobs Act of 2019.

EVALUATION PROCESS

Applicants will be evaluated initially against their experience and educational background to determine if they meet minimum qualifications. Eligible applicants will be screened and rated as to experience, education, and training. Applicants may be required to respond to written assignments and undergo testing during the selection process. At least two rounds of interviews may be conducted during the selection process either virtually or in person, or a combination of both.

Medical Requirements:

The duties of probation officers require the investigation and management of alleged criminal defendants or convicted persons who present physical danger to officers and to the public. In the supervision, treatment, and control of these persons, 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. On a daily basis, 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. The medical requirements for law enforcement officer and officer assistant positions are available for public review on the USCourts.gov website under [Officer and Officer Assistant Medical Requirements](#).

Prior to appointment, the selectee considered for this position will undergo a medical examination and drug screening. Upon successful completion of the medical examination and drug screening, the selectee may then be appointed provisionally, pending a favorable suitability determination by the court. In addition, as conditions of employment, the incumbent will be subject to ongoing random drug screenings, updated background investigations every five years, and as deemed necessary by management for reasonable cause, may be subject to subsequent fitness-for-duty evaluations.

Maximum Entry Age:

U. S. Probation/Pretrial Services Officers are covered under the law enforcement retirement provision that requires mandatory separation at age 57 with at least 20 years of service due to the physical requirements of the position. Therefore, first-time appointees must have not reached their 37th birthday at the time of appointment. Applicants age 37 or over who have previous law enforcement officer experience under the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS) 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 officer experience subtracted from their age to determine whether they meet the maximum age requirement.

The Court reserves the right to modify the conditions of this job announcement or to withdraw the job announcement, any of which actions may occur without any prior written notice. This job announcement may involve filling more than one position described herein. This position is subject to mandatory participation for payment of net pay (i.e. Direct Deposit). The U.S. Courts require employees to adhere to a Code of Ethics and Conduct which is available to applicants for review upon request. Due to the volume of applications received, the Court may only communicate to those individuals who will be interviewed for open positions. Travel and relocation expenses will not be paid.

A high sensitive background investigation with law enforcement agencies, including fingerprint and criminal record checks, will be conducted as a condition of employment. Any applicant selected for a position will be hired provisionally pending successful completion of the background investigation, drug screen, and medical examination. Unsatisfactory results may result in termination of employment. Judicial employees are required to adhere to the court's [Code of Conduct](#), available for public review on the USCourts.gov website.

ADDITIONAL INFORMATION

The U.S. Probation Office reserves the right to modify or withdraw this job announcement without prior written notice. One or more positions may be filled from this vacancy announcement. This position is subject to mandatory participation in electronic payment of net pay (i.e. Direct Deposit) and a favorable background check, which may be subject to periodic updates. The U.S. Probation Office requires employees to adhere to a [Code of Ethics and Conduct](#). Due to the volume of applications received, the court may only communicate to those individuals selected for an interview. Travel and relocation expenses will not be paid. Applicants must be United States citizens or [eligible to work for the United States Government](#).

THE FEDERAL JUDICIARY IS AN EQUAL OPPORTUNITY EMPLOYER