



U.S. Probation Office
Eastern District of California
501 I Street, Suite 2-500
Sacramento, CA 95814
(916) 930-4300

CL Pay Table:

Sacramento

CL-31: \$131,172 – \$197,200
per annum

Fresno

CL-31: \$118,930 – \$193,332
per annum

The salary at time of appointment will be determined in accordance with the Court Personnel System. Lateral transfers will be considered for probation officers currently employed in other districts. A lateral transfer is considered an officer's current classification level (up to CI-31) and Step, as applied from the officer's current pay table to the pay table of the new duty station. The agency is unable to match locality pay.

**U.S. PROBATION OFFICE
EASTERN DISTRICT OF CALIFORNIA
WITHIN JUDICIARY ONLY
Vacancy Announcement: 26-03
Assistant Deputy Chief Probation Officer (Type I)**

LOCATION: [Sacramento or Fresno](#)

STATUS: Full-Time Permanent

POSTED: 3/4/2026

CLOSING DATE: 4 PM on 3/16/2026

REPORTS TO: Chief Probation Officer

CLASSIFICATION: CL-31

The U.S. Probation Office in the Eastern District of California seeks a highly organized Assistant Deputy Chief Probation Officer (Type I) to advance the mission of our office and the Court. This seasoned professional will lead, motivate, direct, and supervise staff at all levels while serving as a catalyst for positive change. This is a rewarding opportunity for an individual who is committed to making a meaningful impact.

The Eastern District of California prides itself on cultivating an environment where wellness and personal accountability are not merely encouraged but serve as cornerstones of our organizational culture. Our commitment to a flexible work environment helps ensure that outcomes are not only achieved but maximized, enabling staff to fully leverage their unique strengths. We actively support collaboration, creativity, and personal growth within a psychologically safe space that promotes continuous learning. We seek leaders who recognize the value of each team member's contributions and who demonstrate humility and respect towards colleagues and the broader court community. This balance of individual development and collective harmony defines the Eastern District of California as a model of judicial excellence and a place where both professional and personal growth can flourish.

The Eastern District of California serves 34 counties in the Central Valley from the Oregon border to Bakersfield. District Headquarters is located in Sacramento, with a divisional office in Fresno. There are field offices in Roseville, Redding, Modesto, Visalia, and Bakersfield.

The Assistant Deputy Chief U.S. Probation Officer (Type I) provides senior-level operational leadership and manages assigned divisions, programs, or functional areas within the district. Working under the direction of the Chief and Deputy Chief, this position focuses on implementing strategic initiatives, overseeing daily operations, supervising managers and staff, and ensuring the quality and timeliness of services delivered to the Court.

The incumbent will be subject to random drug screening and updated background investigations every five years.

KEY RESPONSIBILITIES:

- Oversee and manage daily operations within assigned units or divisions to ensure the timely completion of investigative reports and effective supervision of individuals under court jurisdiction.
- Supervise and mentor supervisory probation officers and administrative staff; establish performance standards and conduct evaluations.
- Conduct audits and quality control reviews of casework, reports, correspondence, and recommendations submitted to the Court.
- Implement district policies, strategic initiatives, and evidence-based practices within assigned areas of responsibility.
- Analyze operational data and management reports to identify trends, improve efficiency, and recommend procedural or programmatic adjustments.
- Assist in budget execution, resource allocation, space planning, and administrative oversight within assigned divisions.
- Address complex personnel matters, facilitate conflict resolution, and maintain strict confidentiality.
- Ensure compliance with national and local policies, statutes, regulations, and court directives.
- Coordinate training initiatives and identify professional development needs for supervisory and line staff.
- Serve as liaison with the Court, allied justice agencies, community partners, and other districts on operational matters.
- Monitor vendor and contract services within assigned program areas, ensuring performance and compliance.
- Promote teamwork, accountability, and a positive workplace culture.
- May perform the duties of a supervisory or line officer, as needed.
- Perform other duties as assigned by the Chief U.S. Probation Officer, Deputy Chief U.S. Probation Officer, and the Court.

Minimum Qualification Requirements:

To qualify for the position of Assistant Deputy Chief Probation Officer (Type I) an applicant must be a current U.S. Probation Officer.

Educational Requirements:

A four-year bachelor's degree from an accredited college or university is required in a field such as criminal justice, criminology, psychology, sociology, human relations, business or public administration, or another related field that demonstrates the ability to understand and apply the legal requirements and human relations skills essential to the position.

Specialized Experience

Applicants must have a minimum of three years of progressively responsible administrative, technical, professional, supervisory, or managerial experience. This experience must include at least one year of experience at or equivalent to a CL-30. This does not mean current supervisory status is required. Supervisory experience may be gained in your current position or in prior roles within or outside the Federal Judiciary. It may also include supervisory-type duties or responsibilities performed in a non-supervisory position.

Progressively responsible experience is gained, after completion of a bachelor's degree, in such fields as probation, pretrial services, parole, corrections, criminal investigations, or work in substance/addiction treatment. Experience as a police officer, custodial, or security officer, other than any criminal investigative experience, is not creditable.

Experience in one of the following professional disciplines may substitute for a portion of the specialized experience: social worker, case worker, psychologist, substance abuse treatment specialist, or correctional researcher.

This progressively responsible experience will have provided opportunities to demonstrate:

- skill in developing the interpersonal work relationships needed to lead a team of employees,
- ability to exercise mature and sound judgment,
- thorough knowledge of the concepts, principles, and theories of management,
- ability to understand and implement the managerial policies applicable to the court unit, and
- skill in problem-solving and conflict resolution.

The candidate will demonstrate leadership qualities, including strategic thinking, creativity, flexibility, vision, and integrity. The incumbent will have a proven track record of helping employees maximize their potential and fostering high ethical standards in meeting the organization's vision, mission, and goals. Excellent communication skills are essential.

Background Investigation, Drug Screening and Medical Standards

U. S. Probation Officers transferring to another district are not required to undergo a medical examination, drug testing, or the initial OPM background investigation. However, all applicable standards for background reinvestigation apply.

At the discretion of the Chief U.S. Probation Officer in the receiving district, drug and/or medical testing may be required if direct observation or objective evidence indicates that the officer may be unable to perform the essential functions of the position, as defined by applicable medical guidelines.

The Chief may also review the officer's most recent background reinvestigation report.

Special Working Conditions:

This position will be required and expected, as necessary, to travel to other various offices throughout the district to conduct agency business. This may include overnight travel.

Application Process:

Applicants interested in both the 26-02 Deputy Chief U.S. Probation Officer and the 26-03 Assistant Deputy Chief U.S. Probation Officer positions need only apply once. Identify the position(s) you are applying for in the cover letter.

To apply for this position, qualified candidates are required to submit the following in **one pdf document in the following order:**

- a cover letter addressed to Chief U.S. Probation Officer Scott Storey, 501 I Street, Suite 2-500, Sacramento, CA 95814 summarizing your management philosophy, leadership style, and core values that you will bring to the position
- a detailed resume
- a list of at least three professional references
- AO-78, Federal Judicial Branch Application for Employment, Revised 5/2024 (download from <http://www.caep.uscourts.gov> or <http://www.uscourts.gov>)
- please email the titled pdf document (**Last Name – First Name – 26-03**) to **caep_hr@caep.uscourts.gov**

Failure to submit the cover letter, supplemental, resume, references, and AO-78, in one pdf document will result in immediate disqualification. Incomplete applications will not be considered, retained, or returned. Only one application per candidate will be accepted for this announcement.

- Applicants for law enforcement officer positions are required to complete the AO 78, Federal Judicial Branch Application, Revised 5/2024. The application form must be filled out thoroughly to determine eligibility for the position. This includes the **Optional Background Information (questions, 19, 20, and 21) on page 5** of the application form.
- The U.S. Probation Office, Eastern Judicial District of California, is headquartered in Sacramento, with offices in Roseville, Redding, Modesto, Fresno (Divisional Office), Visalia, and Bakersfield. Although it's the agency's practice to try to accommodate individual duty station preferences, all employees of the U.S. Probation Office are subject to transfer to any office in the judicial district, if necessary, to perform the work of the courts. The individual's duty station is at the discretion of the Chief U.S. Probation Officer.
- The U.S. Probation Office is not authorized to reimburse candidates for testing, interviewing, or relocation expenses.
- Applicants must possess a valid driver's license.
- This position is subject to mandatory Electronic Funds Transfer participation for payment of net pay.
- The office reserves the right to amend or withdraw any announcement without written notice to applicants.
- The officer's performance will be monitored closely during the first year in this position.
- More than one position may be filled from this announcement.
- Due to the volume of applications received, only applicants who are tested and/or interviewed will receive a written response regarding their application status.
- **Applications received after 4 PM PST on 3/16/2026 will not be considered.**
- The U.S. Probation Office for the Eastern District of California is an Equal Opportunity Employer.