

Class Concept

This professional work, performed as an Officer of the Court, ensures that juvenile court staff are properly equipped to provide quality services to meet the complex needs of juveniles and ensure the safety of the community. Positions deliver and/or facilitate the necessary professional development services to juvenile court staff within a judicial district. The role of these positions is to identify and develop resources in the community that will be used by juvenile court counselors to meet the needs of the juveniles they serve in accordance with best practices for graduated responses and community engagement. Positions also coordinate the district quality assurance process. Positions may sporadically supervise juveniles on a limited caseload. Positions train juvenile court staff to manage a diverse caseload, using supervision and counseling techniques suitable for juveniles with various needs. Positions direct and motivate juveniles to meet and complete their supervision requirements. Positions conduct risk/needs assessments to provide the court with recommendations regarding the juveniles' suitability for community-based supervision options and communicate with a variety of court, law enforcement, and treatment officials. Work performed by this position requires a high level of independence, discretion, proficiency and judgment in training statutory interpretation, policies, and procedures. These positions collaborate with juveniles, families, attorneys and court officials in the development and implementation of treatment plans. Positions research, identify, and link juveniles with support resources appropriate to their needs.

Recruitment Standards

Knowledge, Skills, and Abilities

- Thorough knowledge of adolescent development and behavior, along with the dynamics of juvenile delinquency and family dysfunction
- Thorough knowledge of juvenile court program goals, rules, and regulations
- Thorough knowledge of juvenile law and court procedures, law enforcement agencies, officials, and their operational procedures
- Thorough knowledge of various counseling approaches, crisis intervention, individual therapy, and family therapy; and social agencies and community resources relevant to program needs
- Thorough knowledge of automated tracking and data gathering systems and how they impact programmatic areas
- Ability to gather and analyze data related to staff needs and track outcomes from training events
- Ability to conduct research regarding best practices to prepare and deliver professional development activities for juvenile court staff
- Ability to communicate and consult effectively with others involved in the professional development, community engagement and quality assurance processes
- Ability to review and evaluate the effectiveness of juvenile court counseling services and to provide guidance to state and local management in preparing new and improved human service programs and maintain/enhance the overall professionalism and quality of work done in the district
- Ability to prepare, coordinate, assist, and provide oversight of the delivery of training modules for the staff development of juvenile court staff
- Ability to train, support, and mentor Juvenile Court Counselors
- Ability to express ideas clearly and concisely in oral and written form
- Ability to establish and maintain effective working relationships with subordinates, co-workers, court officials, juveniles, and their families
- Ability to engage traditional community stakeholders and identify and engage non-traditional stakeholders to create resources for graduated responses and general case management by district staff

Minimum Education and Experience

Master's degree from an appropriately accredited institution and one year of experience in counseling or working with the juvenile/family client population and/or related human service case management experience; or

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.

Bachelor's degree from an appropriately accredited institution and three years of experience in counseling or working with the juvenile/family client population and/or related human service case management experience.

Necessary Special Requirements

Applicants for positions designated as Juvenile Court Counselors are subject to and must meet the hiring and training standards established by the North Carolina Criminal Justice Education and Training Standards Commission, as defined in Title 12, Chapter 9 of the NC Administrative Code, by the statutory authority of GS 17C.