

Candidate Connection

NEWSLETTER



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Issue 04
Spring 2026



Inside This Issue

- ✓ Career Growth & Advancement
- ✓ Hiring Process Breakdown
- ✓ Real PPO Insight
- ✓ Application & Interview Tips

Welcome to our Spring 2026 Edition! This season represents growth, new opportunities, and fresh starts. In this issue, we'll walk you through career progression and highlight key roles within Community Supervision, helping you better understand the path ahead and the many ways you can grow within NCDAC. Whether you're just beginning your journey or already in the process, our goal is to provide you with insight, clarity, and the confidence to take your next steps forward.

Message from the Secretary



Leslie Cooley Dismukes
Secretary

I would like to personally thank you for your interest in becoming a Probation/Parole Officer with the North Carolina Division of Community Supervision. I applaud your willingness to serve the people of North Carolina in what can be a demanding, yet highly rewarding career.

Building safer communities is one of the cornerstones of the Department of Adult Correction and helping those we supervise make better choices and turn their lives around goes a long way to fulfilling that goal. I am excited about the prospects of you joining what is arguably one of the most respected public safety agencies in the state.

When our partner agencies need assistance during times of natural disaster, civil unrest or search and rescue operations, Community Supervision is one of the first calls they make. No two days are alike, and while it can be a challenging career, I think you'll find it also will help you grow both professionally and personally.

Thank you again for your interest in Community Supervision. I hope to meet you once you are on board.

Sincerely,

Leslie C. Dismukes

Leslie Dismukes

SPRING INSIGHTS



Career Growth
Opportunities



Leadership Spotlights



Learning Corner



Spring into Your Future Career Opportunities with NCDAC



Probation and Parole Officer

Supervises offenders on probation, parole, or post release supervision across varying risk and need levels.

Minimum qualifications
Bachelor's degree



Field Training Officer

Officer responsible for training and supervising new officers within a district. Provides instruction in case management and the counseling of offenders.

Minimum qualifications
Bachelor's degree
Two years of experience as a NC PPO



Chief Probation and Parole Officer

Supervises Probation and Parole Officers assigned to units within a judicial district.

Minimum qualifications
Bachelor's degree
Four years of experience as a NC PPO



Assistant Judicial District Manager

Assists with planning, organizing, staffing, and related district functions to ensure effective use of staff and resources. Assumes district management duties in the absence of the Judicial District Manager.

Minimum qualifications
One year as a CPPO



Judicial District Manager

Oversees district operations, personnel, and fiscal needs. Manages and supervises staff and ensures effective district operations.

Minimum qualifications
One year as a CPPO



Assistant Judicial Division Director

Manages and administers all aspects of operations of the judicial districts within a judicial division.

Minimum qualifications
Two years of Community Supervision management experience as an Assistant JDM or JDM



Judicial Division Director

Reports to the Chief Deputy Secretary of Community Supervision and is responsible for supervision of division leadership and the operations of the respective division.

Minimum qualifications
Three years of Community Supervision management experience as an Assistant JDM, JDM, or Assistant JDD



Directors of Field Services, Program Services and Administration

Oversee statewide operations in their areas of focus. Each can serve in the Chief Deputy Secretary's absence as needed.



Chief Deputy Secretary

Directs statewide field operations and ensures compliance with probation, parole, and post release supervision policies. Oversees division leadership, special enforcement, and overall field operations to support offender compliance and public safety.



← WITH TRACY LEE

Q&A

FROM THE GROUND UP: A LEADER'S JOURNEY

Real insight. Real experience. Real growth.

Take a moment to explore the journey of our Chief Deputy Secretary. This is proof that success within this agency is earned through hard work and perseverance. From the earliest stages of his career to leadership at the highest levels, his path reflects what is possible when commitment meets opportunity. His story is not just inspiring, it's a blueprint.

Q

What led you to a career with DCS?

I attended Pembroke University and studied criminal justice. While I was there, recruiters from the State of North Carolina came and spoke with all the honors students. I was an honors student at the time. After speaking with them, it sounded like something I could see myself doing. I always wanted to work in criminal justice, it fit my nature as a “protector.”

Q

What was your favorite position you have held throughout your career?

I really enjoyed being a Chief Probation Parole Officer. I liked teaching and mentoring the officers in my unit. I often developed strong relationships with them, and we understood each other's working styles. I am very field-oriented and very law-enforcement heavy, so I loved working in that capacity. I was promoted to CPPO after five years in the department, which does not happen often these days.

Q

What's the biggest change you have seen in the agency since you started?

The biggest change I've seen is the implementation of case planning and motivational interviewing. When I first started, the officer did all the talking—there was no case planning. There was no investment in the offender to help them succeed. Nowadays, officers are there to help, and the offender should be doing most of the talking while officers listen so they can better support successful supervision.

Q

What do you credit most for your success?

There are a couple of things I credit, but the number one is communicating effectively with everyone up and down the chain of command. Communication can help you greatly, and I would not be in the position I am in now without the help of others. Talking with people and having them invest time in you, and vice versa, can help your career take off. I also believe in being humble and vulnerable, so people see that you are human and have flaws. This helps them relate to you. If you communicate effectively, they can see where you are in your career and how they can help.

Q

How do you define success for community supervision in today's environment?

Success is balancing the work you do every day—balancing the coaching and mentoring side of the job with the law enforcement side. It's about finding the balance between rehabilitation and accountability. The more you practice this, the better you become at talking with offenders, which makes the work easier every day.

LEADERSHIP *Spotlight*

Chief Deputy Secretary - Community Supervision

Insight. Experience. Vision.

Q

What leadership traits are you looking for when considering leaders or promotions?

I want individuals who have a strong leadership presence. I also want to emphasize that anyone can be a leader in any position, even if it's not formally labeled "leadership." Some things I look for include whether people listen to you or follow you, whether you communicate effectively with your chain of command and your peers, and whether you model the behaviors you expect from staff or coworkers.

Q

What are you looking for in the new generation of officers entering the field?

Communication, once again. This goes both ways. You must listen and be humble. Learn what active listening is and practice it daily. Find someone in your office, someone experienced who knows what they're doing, and model yourself after them. Finding a good mentor will help you advance your career and guide you toward good decisions.

Q

How do you ensure that frontline officers' voices are heard at the leadership level?

One method we use is the North Carolina Probation Parole Officers Association (NCPPOA). They gather information from the field because the officers in this association are the ones doing the work, so they have their fingers on the pulse. We also try to get out into the field, go to officers in their environment, and hear directly from them.

“COME JOIN THE FAMILY. BE PART OF SOMETHING BIGGER THAN YOURSELF. MAKE A DIFFERENCE IN YOUR COMMUNITY.”

Tracy Lee

CHIEF DEPUTY SECRETARY
COMMUNITY SUPERVISION



2026 NORTH CAROLINA LAW ENFORCEMENT TORCH RUN *Merchandise*



WE'RE EXCITED TO KICK OFF THE
**2026 LAW ENFORCEMENT TORCH RUN
SEASON!**

This year, we're offering official Torch Run
t-shirts and two stylish hat options.



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ORDER YOUR MERCHANDISE

(OR SIMPLY MAKE A DONATION)
ON OUR DESIGNATED ORDER PAGE:

**NORTH CAROLINA
LAW ENFORCEMENT TORCH RUN**



SUPPORT A WORTHY CAUSE!

The Division of Community Supervision also has
a team set up on the Raise the Torch platform.

Feel free to share the link with family and friends
who may be interested in supporting a great cause!



THANK YOU FOR YOUR SUPPORT!
Together, we make a difference.



Who Can Join the NCPPA?

Plant the seed. Grow your network.
Elevate your impact.



**JOIN A NETWORK THAT
SUPPORTS, DEVELOPS & EMPOWERS**



NEW HIRES

- ✓ Within your first year of employment
- ✓ Discounted membership available

**ONLY
\$20
/YEAR**



CURRENT PROFESSIONALS

- ✓ Active probation/parole staff & criminal justice professionals

**\$50
/YEAR
OR
\$120
(3 YEARS)**



STUDENTS

- ✓ Enrolled in criminal justice or related programs
- ✓ Eligible for **new hire/ student rate**

AS A MEMBER, YOU'LL GAIN ACCESS TO:



Professional development & training



Networking across the state



Mentorship opportunities



Advocacy & having your voice heard



Leadership opportunities & committee roles



Access to training, resources & education



JOIN TODAY!

Whether you're just starting out
or already in the field —
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CONNECT WITH A RECRUITER

We're here to *guide* you every step of the way.

SCAN TO GET STARTED



Complete our interest form and connect **directly** with a recruiter.



Stepping into Probation & Parole can feel big—but we make it simple.



From the moment you show interest to the day you start training, *we're with you.*



Here are just a few ways we help you succeed:



Application guidance



Interview & mock prep



Region & county support

Fired

We help you with:

Understanding the job and the 30-mile rule
Making your application shine
Interview prep (hello STAR method!)
Mock interviews & resume tips
County preference guidance
Updates on hiring timelines
Answering all those "I'm not sure..." questions

Recruiter Magic
We're here to help you!

Navigate Workday without stress
Understand which counties are hiring
Prep for interviews & mock interviews
Know what to expect in each step
Fix small mistakes before they cause delays

We assist with:

Breaking down job duties
Walking you through hiring steps
Prepping you for interviews
Explaining training and county placement
Answering questions big or small

SCAN ME



Ready to take the next step? Let's get you started.

MEET OUR TEAM



Zachary Cochran
Division 1



Natalie Williams
Division 2



Crystal Bunch
Division 3



Kaylyn York
Division 4



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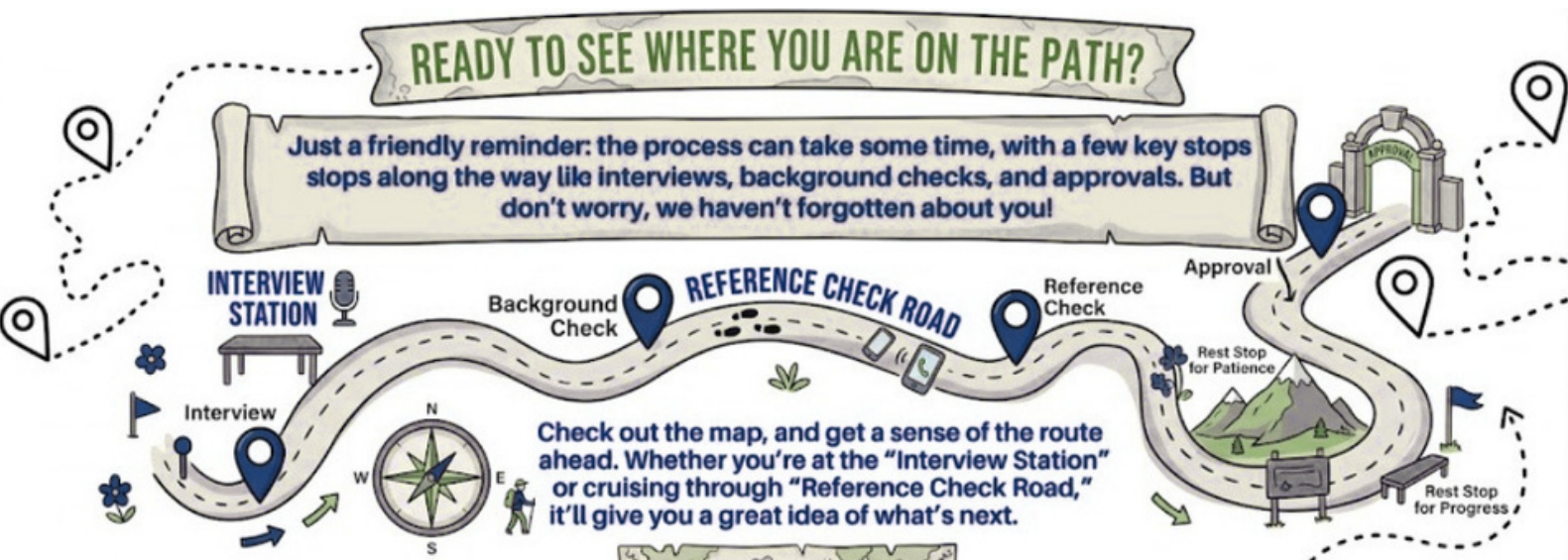
Ready to start your journey? Submit your application and take the first step toward becoming a PPO.

FAQ

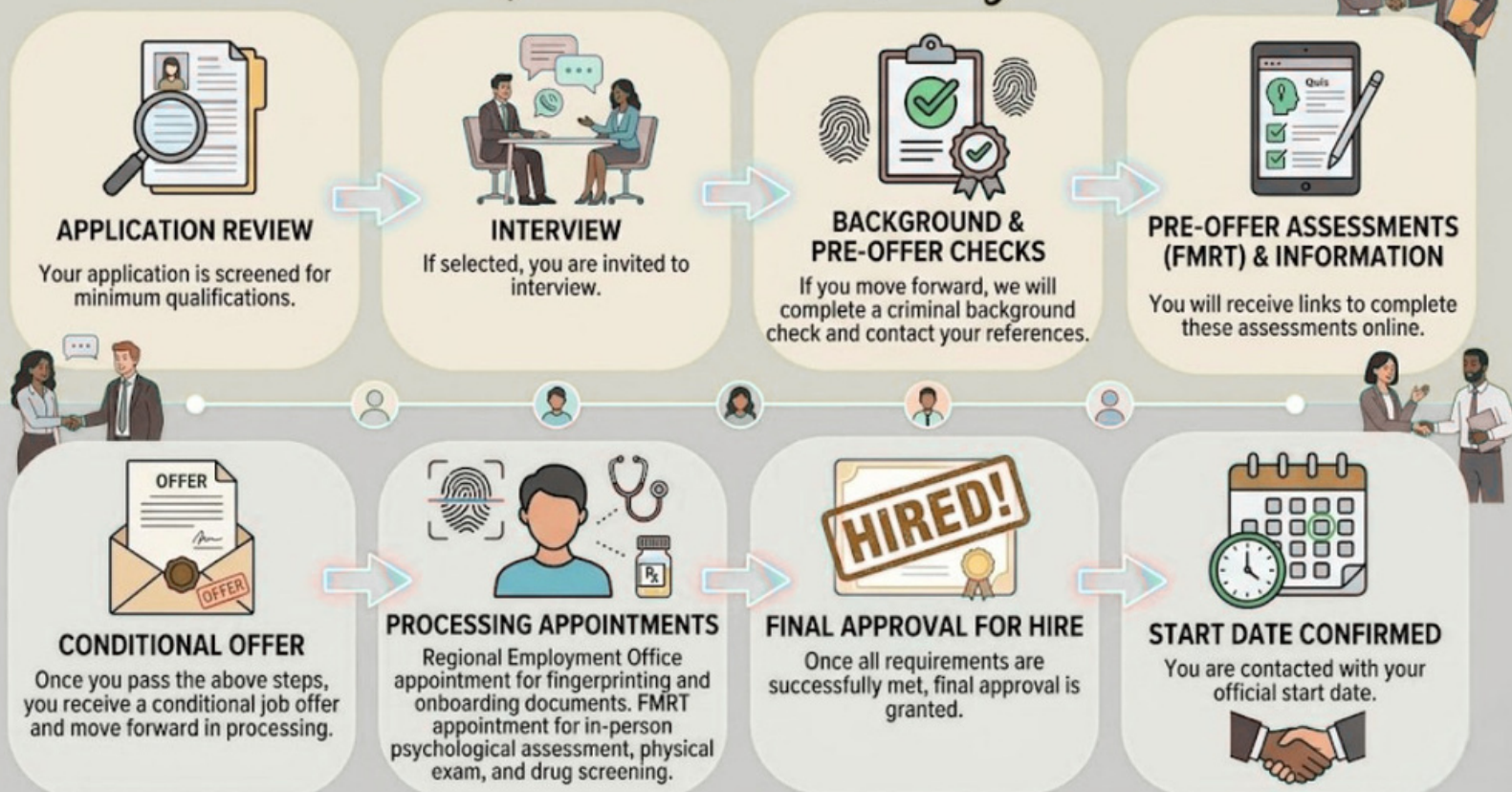
Got questions? Visit our FAQ page for quick answers about the hiring process.



Be an Ambassador: Love what we do? Share our openings with a friend, classmate, or community member. Help us build stronger teams across NC



Our Comprehensive Hiring Process



**This flowchart is an illustrative guide; steps may vary slightly.*