

CANDIDATE CONNECTION

NEWSLETTER



Email: ProbationParoleApplications@dac.nc.gov

Website: www.dac.nc.gov

Address: 2020 Yonkers Road, Raleigh, NC 27604

Issue 05

Summer 2026



NCAAdultCorrection



NCCorrection



NCCorrection

SPECIALIZED CASELOADS TOOLS & PROGRAMS

PART ONE

Welcome

This summer, we're taking a closer look at the many specialized caseloads, tools, and programs that support Community Supervision across North Carolina.

Because there is so much to explore, this feature has been divided into a **two-part series** to provide a more focused look at the specialized work performed by our officers.

This first edition highlights several of the agency's most critical specialized caseloads and operational teams.

Part Two will continue exploring additional programs that strengthen public safety and support successful offender supervision.

Community Supervision serves every county across North Carolina through specialized supervision, partnerships, and public safety initiatives.

INSIDE THIS EDITION

- 01 | Interstate Compact Offender Tracking System (ICOTS)
- 02 | Recidivism Reduction Services
- 03 | Sex Offender
- 04 | Security Risk Groups (SRG)
- 05 | Electronic Monitoring (EHA)
- 06 | Domestic Violence
- 07 | Emergency Response



INTRODUCING SPECIALIZED CASELOADS TOOLS AND PROGRAMS

Specialized caseloads allow Community Supervision to focus on the unique needs of individuals and communities. These assignments involve targeted supervision of specific populations who require additional resources, training, and collaboration.



WHY IT MATTERS

Specialized caseloads help reduce risk, prevent reoffending, and connect individuals with the right services at the right time.



COUNTY DIFFERENCES

Each county in North Carolina operates differently based on population size, offender demographics, community needs, and available resources. This means the types and intensity of specialized caseloads can vary across the state.



TOOLS AND PROGRAMS

From electronic monitoring to mental health services, specialized tools and programs support officers in meeting the needs of diverse populations while enhancing public safety.



OUR COMMITMENT

By understanding and managing specialized caseloads effectively, we strengthen partnerships, improve outcomes, and create safer, stronger communities.



WHAT'S INSIDE THIS EDITION

Explore the specialized caseloads, tools, and programs that help shape effective supervision and positive change across North Carolina.

Continue reading...

SPECIALIZED CASELOADS BY THE NUMBERS



DOMESTIC VIOLENCE

3,151



SECURITY RISK GROUP:
ASSOCIATES

882



SECURITY RISK GROUP:
VALIDATED

2,347



EARLY MEDICAL RELEASE
(UPDATE)

19



SPECIAL MENTAL
HEALTH (SMHP)

2,074



SENDING STATE
(ICOTS)

1,513



SEX OFFENDERS

3,160

TOTAL

13,146

**Statistics represent a snapshot of statewide case management populations.*

SPECIALIZED CASELOADS TOOLS AND PROGRAMS

SEX OFFENDER SPECIALIZED CASELOAD

Intensive supervision that protects the community while promoting accountability, treatment, and long-term behavioral change.

KEY RESPONSIBILITIES

- Office, home, and employment checks
- Monitor court conditions & registration requirements
- Ensure treatment & counseling compliance
- Coordinate with providers, law enforcement, and advocacy agencies
- Monitor technology & communication restrictions
- Investigate violations & take enforcement action
- Assess risk & develop supervision plans
- Maintain documentation & court communication

“

For over 6 years I have supervised the sex offender population. It's a job that can be incredibly challenging, emotionally heavy, and often times misunderstood.

Accountability matters. Community safety matters. Doing this work with professionalism, boundaries, a little bit of compassion and awareness matters.

I'm proud of the role I play in helping keep our communities safer every single day.

”

— Erin L. Richardson

HOW THEY SUPERVISE THEIR CASELOAD



FREQUENT CONTACT

Weekly or more based on risk level.



HOME INSPECTIONS

Announced and unannounced visits to verify compliance and living arrangements.



EMPLOYMENT VERIFICATION

Confirm employment and ensure offenders are not in prohibited environments.



ELECTRONIC MONITORING

GPS or curfew monitoring for higher-risk individuals.



TREATMENT COORDINATION

Work closely with providers to monitor participation and progress.



POLYGRAPH TESTING

Used in some programs for accountability and treatment monitoring.



COMMUNITY RESTRICTIONS

Enforce restrictions related to schools, parks, internet access, and contact with minors.



RISK ASSESSMENT

Evaluate behavior, stability, and compliance to determine supervision intensity.

EMERGENCY RESPONSE TEAM



RESPONDS TO:



Fires



Severe weather



Communications failures



Chemical incidents



Minimum 2 years PPO experience



1 week additional basic training



Apply & interview to be selected



Limited spots statewide



This team is optional and there are limited spots available throughout the state.

INTERSTATE COMPACT (ICAOS)

The Interstate Compact Office (ISO) coordinates the transfer and supervision of adult offenders across state lines. By following national Compact Rules, we ensure consistent supervision that strengthens public safety and offender accountability.



TRAINS COMMUNITY SUPERVISION

staff and judicial partners



ENSURES EFFECTIVE COMMUNICATION

between North Carolina and every participating state

SPECIALIZED CASELOADS TOOLS & PROGRAMS

SECURITY RISK GROUP (SRG) OR GANG SPECIALIZED CASELOAD

SRG Officers supervise individuals involved in or associated with gangs or organized criminal groups.

The focus is reducing gang activity, preventing violence, increasing accountability, and promoting successful reintegration while maintaining public safety.

KEY RESPONSIBILITIES

- Conduct regular visits and field contacts
- Monitor compliance with court conditions
- Identify and document gang affiliation and social media activity
- Coordinate with law enforcement, gang units, and community partners
- Address criminogenic needs and encourage positive change
- Investigate violations or threats of violence
- Maintain documentation and communicate with courts
- Promote accountability and disengagement from gang involvement

HOW THEY SUPERVISE THEIR CASELOAD



FREQUENT CONTACT

High-risk offenders report more often and receive increased field supervision.



HOME & COMMUNITY VISITS

Announced and unannounced visits to monitor compliance and environment.



ASSOCIATION MONITORING

Enforces restrictions on gang members, co-defendants, or criminal associates.



LAW ENFORCEMENT COLLABORATION

Shares information with gang investigators, task forces, and local agencies.



SOCIAL MEDIA MONITORING

Reviews online activity for threats, weapons, or criminal behavior when legally permitted.



EMPLOYMENT & EDUCATION VERIFICATION

Encourages stable employment, vocational training, and education.



SUBSTANCE ABUSE MONITORING

Drug testing and treatment referrals help reduce risk factors.



RISK-BASED SUPERVISION

Supervision intensity is based on behavior, compliance, violence indicators, and stability.



OVERALL PURPOSE

To reduce violence, disrupt criminal networks, and promote accountability while connecting offenders with resources for long-term behavioral change and community safety.

DOMESTIC *Violence*

This officer supervises individuals convicted of domestic violence-related offenses and focuses on reducing risk, enforcing court orders, and promoting safer communities.

KEY FOCUS AREAS

- 01** Enforces no-contact orders and other protective conditions.
- 02** Refers offenders to domestic violence intervention programs.
- 03** Monitors behavior patterns that may indicate risk of reoffending.
- 04** Collaborates with victim advocates and law enforcement to ensure victim safety.
- 05** Conducts risk assessments and safety planning as needed.



RECIDIVISM REDUCTION SERVICES (RRS)

Helping People Change Behavior

RRS provides behavioral health support for individuals under probation, parole, or post release supervision.

TASC
Treatment
Accountability
for Safer
Communities

CBI
Cognitive
Behavioral
Interventions

**SUBSTANCE
ABUSE
TREATMENT**

**WRAPAROUND
SUPPORT
SERVICES**

**STRUCTURED
GROUP
PROGRAMMING**



PROGRAM PARTICIPATION TYPICALLY LASTS

90-120 DAYS

DID YOU KNOW?

1,500+
NC supervision cases
actively supervised
in other states.

4,600+
Individuals from other
states actively supervised
in North Carolina.

ELECTRONIC MONITORING (EM)

Electronic Monitoring (EM) is a supervision tool used by probation and parole agencies to increase accountability, monitor compliance, and enhance community safety while allowing offenders to remain in the community under structured supervision.



TYPES OF ELECTRONIC MONITORING

GPS MONITORING

GPS monitoring uses an ankle bracelet equipped with satellite tracking technology to monitor an offender's location in real time or near real time.

RADIO FREQUENCY (RF) MONITORING

RF monitoring is typically used for curfew or house arrest supervision.

The offender wears an ankle transmitter that communicates with a monitoring unit installed in the home.

This system verifies whether the offender is inside or outside the residence during designated times but does not track exact location like GPS.

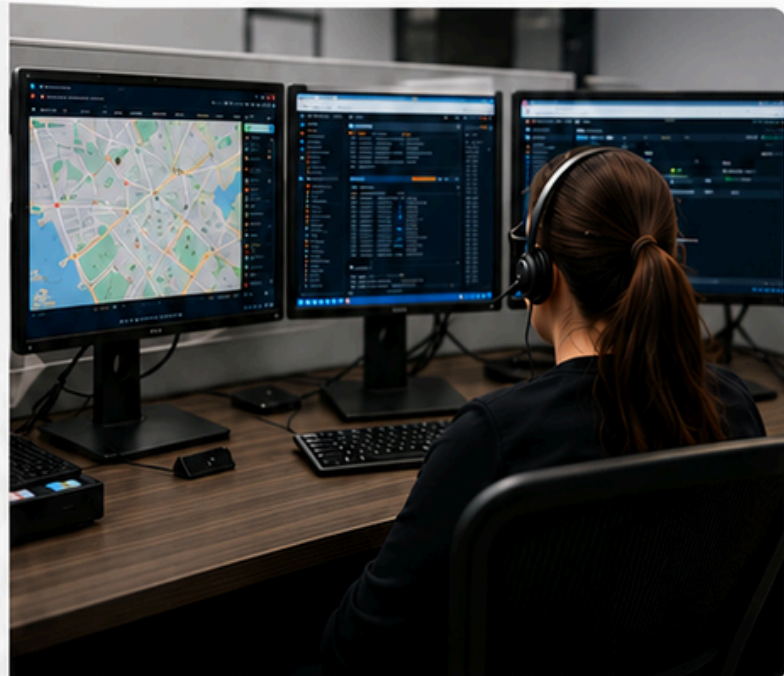
OFFICER RESPONSIBILITIES WITH ELECTRONIC MONITORING

Probation/parole officers supervising EM caseloads are responsible for:

- ✓ Installing or coordinating installation of monitoring equipment
- ✓ Explaining rules and expectations to offenders
- ✓ Monitoring alerts, violations, and movement activity
- ✓ Investigating tamper alerts or unauthorized absences
- ✓ Conducting home visits and compliance checks
- ✓ Coordinating with monitoring centers and law enforcement when needed
- ✓ Documenting violations and taking enforcement action when appropriate



Officers must balance technology with active supervision, as EM is considered a supervision tool, not a replacement for officer contact and case management.



2026 NORTH CAROLINA LAW ENFORCEMENT TORCH RUN *Merchandise*



Special
Olympics
North Carolina

LAW ENFORCEMENT
TORCH RUN®
FOR SPECIAL OLYMPICS
NORTH CAROLINA

NC Department of
Adult Correction
PROTECTION • INNOVATION
REHABILITATION



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.



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.

www.ncppa.com
ncprobationparoleassociation@gmail.com



**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, resource
& education



JOIN TODAY!

★ Whether you're just starting out
or already in the field —
THERE'S A PLACE FOR YOU. ★



www.ncppa.com
Email us here!

MORE WAYS TO MAKE A DIFFERENCE. ALL UNDER ONE MISSION.

While you wait for the right role in your county, explore other opportunities across NCDAC. Your skills, passion, and purpose can make an impact in so many ways.

Different Roles. One Team. Stronger Together.



WE'RE ALL PART OF THE NCDAC FAMILY

Every role plays a part in creating safer communities and changing lives for the better.



EXPLORE ALL THAT **NCDAC** HAS TO OFFER

From custody to community, operations to administration, and so much more—there's a place for your talents here!



DIVERSE OPPORTUNITIES

Explore a wide range of careers that fit your skills and interests.



GROW YOUR CAREER

Advancement, training, and professional development.



MAKE AN IMPACT

Support positive change and help build safer, stronger communities.



ONE TEAM, ONE MISSION

We're all working together for a safer North Carolina and brighter futures.

READY TO FIND YOUR NEXT OPPORTUNITY?

SCAN THE QR CODE OR VISIT
OUR CAREERS PAGE TO EXPLORE
ALL OPEN POSITIONS.



APPLY TODAY!

nc.wd108.myworkdayjobs.com/NC_Careers

LET'S CONNECT!

WE'RE HERE TO HELP YOU FIND THE RIGHT FIT.



Contact a Recruiter or Find your Region

dac.nc.gov/careers/contact-recruiter

Our recruiters are ready to answer your questions and guide you every step of the way.



START YOUR JOURNEY WITH AN **INTERNSHIP AT NCDAC!**

Gain real-world experience, build your skills, and make a difference in the lives of others through our Probation/Parole Internship Program.

DESCRIPTION

- Work alongside Probation/Parole Officers in the field: conduct employment verifications and criminal record checks
- Interact with judicial staff in courtroom environments, attend probation violation hearings and help prepare cases for review
- Learn about evidence-based practices and best ways to achieve change in offender behavior
- Develop case plans and assist with risk/needs assessments
- Acquire skills in DAC case management tools and software

QUALIFICATIONS

- Junior or senior in accredited college or university with a major in criminal justice, correctional services, psychology, social work or other related human services field
- GPA of 2.5 or higher; or a graduate student majoring in criminal justice and in good standing with an accredited college or university



LEARN MORE & APPLY

[Dac.nc.gov/careers](https://dac.nc.gov/careers)
Contact NCDAC HR at
919-324-1132 or
probationparoleapplicant@dac.nc.gov

We're here for **YOU** EVERY STEP OF THE WAY!

Questions? Reach out. We've got you!

QUICK LINKS CORNER



SUBSCRIBE NOW

Don't miss an update — subscribe to our newsletter for tips, events, and new hiring announcements.



ApplyNow

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.

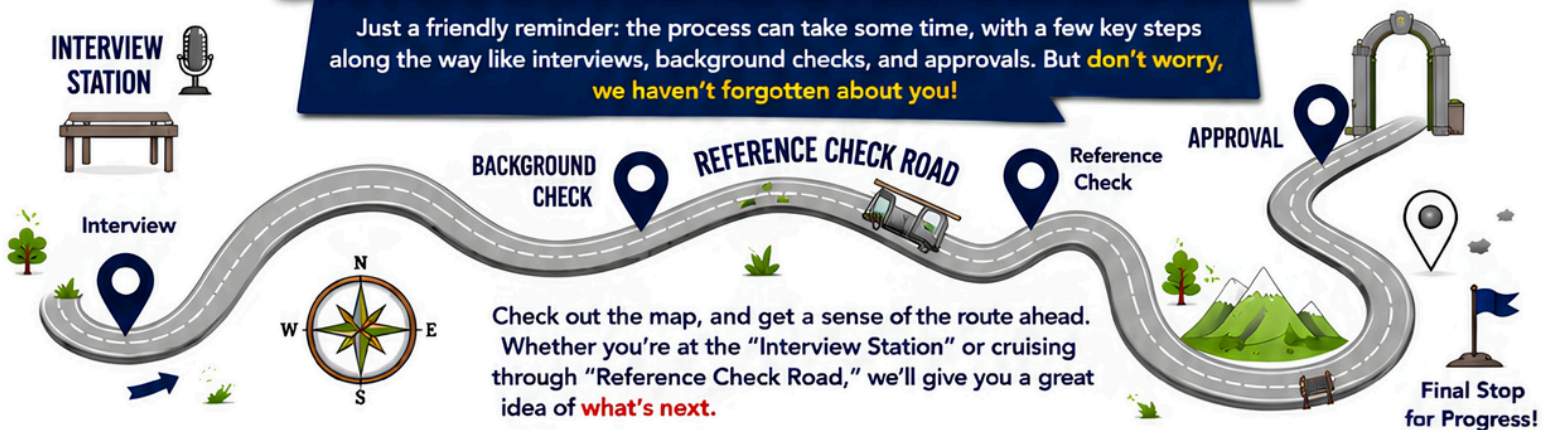


BE AN AMBASSADOR!

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

READY TO SEE **WHERE YOU ARE ON THE PATH?**

Just a friendly reminder: the process can take some time, with a few key steps along the way like interviews, background checks, and approvals. But **don't worry**, we haven't forgotten about you!



OUR COMPREHENSIVE **HIRING PROCESS**

1



APPLICATION REVIEW

Your application is screened for minimum qualifications.

2



INTERVIEW

If selected, you are invited to interview.

3



BACKGROUND & PRE-OFFER CHECKS

If you move forward, we will complete a criminal background check and contact your references.

4



PRE-OFFER ASSESSMENTS (FMRT) & INFORMATION

You will receive links to complete these assessments online.

5



CONDITIONAL OFFER

Once you pass the above steps, you receive a conditional job offer and move forward in processing.

6



PROCESSING APPOINTMENTS

Regional Employment Office appointment for fingerprinting and onboarding documents. FMRT appointment for in-person psychological assessment, physical exam, and drug screening.

7



FINAL APPROVAL FOR HIRE

Once all requirements are successfully met, final approval is granted.

8



START DATE CONFIRMED

You are contacted with your official start date.



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

WE CAN'T WAIT TO HEAR FROM **YOU!**



CONNECT WITH A RECRUITER TODAY!

We can't wait to hear from you.



FIND YOUR REGION HERE!

Opportunities are closer than you think.

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.

JOIN US!

Monthly INFO SESSION

EVERY MONTH!



6:00 PM – 7:00 PM

Everything you need to know about the job!

- ✓ Learn about the role
- ✓ What to expect
- ✓ Application & hiring process
- ✓ Tips for success
- ✓ And more!

JOIN US VIRTUALLY ON Google Teams



Connect with your recruiter and receive your invitation to this *exclusive* session!

Recruiter Magic

We're here to help you!



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



We're here to help you:

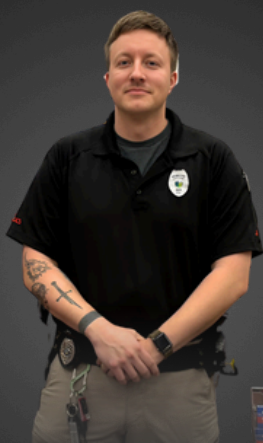
- Navigate Workday without stress
- Understand which counties are hiring
- Prep for interviews & mock interviews
- Know what to expect in each step
- Fix small mistakes before they cause delays



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

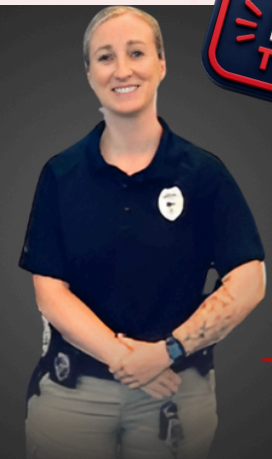
Zachary Cochran
Division 1



Natalie Williams
Division 2



Crystal Bunch
Division 3



Kaylyn York
Division 4

MEET THE TEAM

Connect with a recruiter today!

Find your region here!