

JUVENILE COURT COUNSELOR II

Work in this class involves providing juvenile court counseling services in specialized and complex cases, which require the application of significant knowledge of juvenile codes, and legal and statutory guidelines. Employees draft and/or evaluate petitions and complaints of delinquent and undisciplined behavior, conduct in-depth risk and needs assessments and investigations to develop recommendations and reports for the Court; conduct pre/post adjudication hearings with juveniles and families; interpret juvenile code, procedures, and requirements for Court officials, and give testimony, evidentiary and disposition information. Employees in this class may function as lead court counselors with responsibility for mentoring, training, and supervising new counselors and conducting special research or administrative assignments. Work may also involve training and support to law enforcement and various officials on juvenile law and procedural information and serving as a manager/liaison with judicial officials in court proceedings. Employees develop educational and intervention programs, build interagency and community networks to promote program services and identify resources and opportunities for delinquency prevention. Work is distinguished from the Juvenile Court Counselor I by greater independence in assessments and planning and implementing treatment and services; more complex caseload due to the degree of family crisis and dysfunction and/or community impact; and responsibility for program development and management, community collaboration, network building to promote and develop delinquency intervention and prevention resources.

I. DIFFICULTY OF WORK:

Variety and Scope – Employees work independently in one or more complex program areas such as in-take, intensive supervision, court management, and may be responsible for providing a full range of court counseling services to include case management, counseling, and juvenile supervision depending upon juvenile court district size and caseload. Work involves the collection, analysis and reporting of statistical data, and planning and development of delinquency prevention programming and resources through participation in interagency collaborations and may include the development and delivery of education and training programs for the community, law enforcement, and court officials.

Intricacy – Employees use considerable knowledge of juvenile law and statutory guidelines in evaluating petitions/complaints for disposition, and providing guidance and interpretation of juvenile law to the Court and law enforcement. Employees utilize findings of investigations and in-depth assessments of juveniles and families to determine whether charges will be diverted from or heard by the Court, and develop and manage diversion contracts and plans. Employees provide counseling to juveniles and families with complex needs and family dynamics and solicit or consult with clinical and community professionals for interpretation of reports and data utilized in treatment and disposition actions.

Subject Matter Complexity – Work requires considerable knowledge of juvenile law and statutory guidelines, assessment and counseling techniques, and treatment approaches of a supportive and crisis nature. Work requires a thorough understanding of the availability and interactions of a variety of community and human services agencies to manage complex cases crossing multiple agencies and professional disciplines, and to identify and develop program resources for delinquency intervention and prevention.

Guidelines – Include state juvenile laws and statutory guidelines, program objectives, Minimum Standards, Elements of Crime, and District Juvenile Court Rules and Administrative Procedures. Employees may participate in the development of new intervention techniques and approaches.

II. RESPONSIBILITY:

Nature of Instructions – Employees incorporate the agency's mission and objectives, statutes, legal guidelines, and program policies and standards in the independent delivery of services.

Nature of Review – Work is reviewed by a Juvenile Court Counselor Supervisor, Chief Court Counselor, or higher level administrator on a limited basis except for review of cases that are politically sensitive or significantly impacting the community.

Scope of Decisions – Decisions directly affect juveniles and families, the community and general public, victims, and the efficacy of program operations and interagency collaborations. Employees provide direction and instruction to lower level staff.

Consequence of Decisions – Judgments made in the assessments of juveniles and families, and recommendations and service/treatment decisions affect the safety of juveniles, the community, and the general public; and impact the psychological, emotional, physical health and well being of the juvenile. Statutory analysis and legal interpretations impact the court's decisions and the individual freedoms/legal rights of juveniles.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts – Includes a variety of community and human services agencies, city municipalities and county government officials, juveniles and families, law enforcement, court officials, judges, attorneys, psychologists and other professional service providers.

Nature and Purpose – To appropriate resources, promote program services, provide interpretation of and training on juvenile law and procedural requirements, conduct assessments and investigations, and counsel families in crisis. Employees consult with psychologist, medical providers, and other service professionals in the preparation of treatment and disposition recommendations. Employees may also communicate with the media and general public regarding cases with potential for significant community impact.

IV. OTHER WORK DEMANDS:

Work Conditions – Employees work in a variety of settings that range from office, public service buildings, court facilities, hospitals, institutional facilities, school facilities, community residential and home environments.

Hazards – Includes contacts with clients and/or family members who may be hostile, resistant, and violent. Behavioral problems and aggression in juveniles and family members could result in bodily injury.

V. RECRUITMENT STANDARDS:

Knowledge, Skills, and Abilities

Considerable knowledge of adolescent development, and family, group, and juvenile delinquency dynamics and intervention techniques. Thorough knowledge of a wide range of behavioral, socioeconomic, and psychosocial problems and their treatment. Considerable knowledge of juvenile laws, statutory guidelines, procedures, and requirements, and social agencies and community resources relevant to the program and client needs. Skill in establishing rapport with juveniles and families and in assessing family dysfunction and psychosocial, behavioral, and psychological aspects of juveniles' problems. Skill in crisis management on an individual and community level, and management of media relations. Ability to supervise or instruct lower level court counselors and train law enforcement and court officials in juvenile laws and procedures. Ability to establish and maintain effective collaborations with community and government agencies to promote program services and identify resources to expand the availability of delinquency prevention and intervention services. Ability to analyze and interpret research findings and statistical data to assist in the planning and development of programs and services for juveniles.

Minimum Training and Experience Requirements

Graduation from a four-year college or university with a degree in a human services field such as social work, psychology, counseling, or criminal justice with 25 semester hours of coursework related to the human services field and three years of experience in counseling or a human services field, including two years in juvenile court counseling; or, a master's degree in a human services field and two years of experience in juvenile court counseling.

Necessary Special Qualifications: Applicants for positions designated as Juvenile Justice Officers 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.

Special Note

All degrees must be received from appropriately accredited institutions.

This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.