

CHIEF PROBATION OFFICER

COUNTY OF FRESNO

$183,196 - $233,792 Annually

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Your County, Your Career

Fresno County, with a population of over one million residents, is the tenth most populous county in California. Spanning nearly 6,000 square miles, it offers a unique blend of urban areas, rural landscapes, and expansive agricultural zones.



Nestled in the heart of California's Central Valley, Fresno County offers a warm and welcoming environment for new residents and professionals. Known as the Agricultural Capital of the World, Fresno County boasts lush farmland and is critical to California's economic well-being.

Fresno County offers a variety of activities for nature lovers, shoppers, and art enthusiasts.

County Government

Fresno County operates under a charter government, which provides it with greater flexibility and autonomy in managing its local affairs compared to other counties governed by general law. The County's charter outlines how the government functions, including its organizational structure, processes, and policies.



Under the charter, the County's elected Board of Supervisors serves as the governing body, with authority to set policies and make decisions on a wide range of issues. The county also has an appointed county executive, who oversees day-to-day operations and works closely with the various department heads.

Superior Court

The Superior Courts in California are operated under the State of California Judicial Branch, which is headed by the Chief Justice of the Supreme Court. The mission of the Fresno County Superior Court is to serve the community and enhance public trust and confidence in the administration of justice through the impartial and timely resolution of disputes, ensuring compliance with the law and court orders, and by fostering a vital court-community relationship that promotes equal access to the courts.

Department Profile

The Fresno County Probation Department plays a vital role in public safety and the administration of justice, carrying out its mission and vision through work that extends from the courtroom into the lives of individuals and families across the county. By bringing together accountability, rehabilitation, and victim support, the Department helps build safer communities and creates opportunities for lasting change. With **632 allocated permanent positions** and an annual budget of approximately **$127.1 million**, it delivers a broad range of services to the courts and the community.



Alice Worsley School

Deputy Probation Officers supervise just under **15,000 adults and youth** on court-ordered probation, under AB 109 Realignment, or in diversion programs. They also conduct investigations and prepare pre-sentence evaluations and sentencing recommendations to inform judicial decisions. Evidence-based assessments guide supervision and services, helping officers address individual needs while maintaining accountability and protecting public safety.

The Department's work with youth extends to the Juvenile Justice Campus, which has gained national recognition for the resources it provides staff to support rehabilitation. Juvenile Correctional Officers provide daily care and supervision of youth in detention and commitment facilities, combining safety and security with support for rehabilitative programming. Their daily interactions help young people develop responsibility within a structured environment.

The Department also has a longstanding commitment to victims and witnesses of crime. Founded in 1975, the James Rowland Crime Victim Assistance Center (CVAC) marked California's first Probation Department initiative designed to deliver direct services and referrals to victims and witnesses of crime. Today, serving over **7,000 victims and witnesses** annually, Victim-Witness Advocates carry that commitment forward by helping individuals access support, address the effects of crime, and participate in the criminal justice process.

Proudly Serving the People of Fresno County.

Guided by integrity, collaboration, and empathy, we enhance public safety by reducing recidivism, and empowering individuals toward meaningful reintegration for a safer, stronger Fresno County.

Click Here to Read Our Full Mission and Vision.

Your Next Chapter Starts Here

The Chief Probation Officer position offers a compelling opportunity to shape the future of probation services in Fresno County, leading a department that brings together public safety, rehabilitation, and support for victims and witnesses of crime.



Appointed by the Superior Court and operating under broad policy direction from the Court and the Board of Supervisors, the Chief sets the Department's strategic direction and oversees its operations, budget, and workforce.

The Chief guides departmental policies and programs, develops staff and leadership capacity, and directs resources to meet evolving operational and community needs. Through strong partnerships with the courts, County leadership, justice system agencies, and community organizations, the Chief turns those goals into effective services that strengthen accountability, expand opportunities for rehabilitation, and serve those affected by crime.

What You'll Lead

- **Adult Services**
- **Juvenile Services**
- **Court Operations**
- **Victim Services**
- **Community Relations**
- **Professional Standards & Training**

The Ideal Candidate

The ideal candidate will be an accomplished leader who brings integrity, sound judgment, and a clear vision for directing the County's probation services. This individual will possess extensive knowledge of adult and juvenile probation, juvenile detention and treatment programs, and the laws and judicial procedures governing these functions, along with an understanding of current issues affecting the community and criminal justice agencies. A strong administrator and strategic thinker, the ideal candidate will translate departmental goals into effective policies and programs, demonstrate sound fiscal management, and guide the Department through complex operational challenges and emergencies.

The successful candidate will build a culture of mutual trust, respect, cooperation, and accountability while developing staff through mentoring, training, and effective performance management. An articulate and persuasive communicator, this individual will build productive relationships with County leadership, the courts, partner agencies, employees, and the public, and present complex issues clearly to the Board of Supervisors and other audiences.

Minimum Qualifications

Education: Possession of a bachelor's degree that is acceptable within the United States' accredited college or university system.

Experience: Three (3) years of full-time, paid work experience in a County Probation Department, or parole or correctional agency, that is equivalent to that gained as a Deputy Chief Probation Officer or above with the County of Fresno.

Substitution: Possession of a master's degree that is acceptable within the United States' accredited college or university system may substitute for one (1) year of the required experience.

License: Possession of a valid Class "C" driver's license, or equivalent.

Other: Under California Penal Code Section 830.5, the Chief Probation Officer classification is defined as a Peace Officer. Therefore, candidates must be able to meet all pre-employment as well as ongoing peace officer status requirements pursuant to federal, state and local legislation.



Interview Process

Interviews will take place during the week of **November 16–20, 2026**.

All interviews will be conducted in person.

Remote participation will not be permitted.

Supplemental Questions

1. Please describe your experience in the area of labor relations. In your response, please highlight your duties and responsibilities in as many of the areas below:
   - Labor negotiations
   - Interpreting and enforcing Memoranda of Understanding
   - Developing and enforcing personnel policies and procedures

2. The Chief Probation Officer is required to provide leadership and guidance on budget development and administration. Please describe your experience with County budgets and/or related finance experience.

3. The Chief Probation Officer is required to implement and manage a variety of new legislation directives. Please describe your experience implementing new legislation and, if possible, give an example which highlights your ability to collaborate, think creatively, and problem solve.









Compensation

Annual compensation:
$183,196 - $233,792

The County of Fresno offers an excellent compensation and benefits program. The salary range for this position is $183,196 - $233,792 annually with a scheduled 1% salary increase that will be effective November 9, 2026.

Benefits for this position includes:

- **Retirement:** The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Fresno County Employees' Retirement Association (FCERA) Board of Retirement.

- **Deferred Compensation:** A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the plan up to $1,300 a year.

- **Paid Time Off:** Enjoy 12 paid holidays a year and an Annual Leave accrual rate starting at 6.15 hours each pay period. Annual accrual rates increase with years of service, and you may be able to use prior years of service with a qualifying public agency to increase your accrual rate.

- **Medical Insurance:** EPO, DHMO, and HDHP medical plan options offered through Anthem or Kaiser. Dental, vision, and Rx coverage is included.

- **Life Insurance:** $260,000 of coverage is provided by the County. Additional coverage for self and family may be purchased.

- **Moving Expenses:** Reimbursement of moving expenses for newly hired department heads.

- **Auto Allowance:** $650 per month or receive mileage reimbursement.

- **Other Benefits:** County employees may take advantage of purchasing supplemental health plans and life insurance policies, enrolling in voluntary Flex Spending Accounts and Health Savings Accounts, and utilizing our free Employee Assistance Program services.

How to Apply

Applications will be accepted **October 13, 2026 through November 3, 2026 at 4:00PM.**

To apply for this incredible opportunity, please scan the QR code below or visit FresnoCountyJobs.com to view the job flyer. Full position details, including a sample of duties, are listed on the job flyer.

Note: Applicants must meet the minimum qualifications outlined on the job flyer to be considered for the position.

Should you have any questions about the position or the application process, please contact Fresno County's Employment Services Division via email at HRemploymentservices@fresnocountyca.gov or by phone at (559) 600-1830.

Required Application Materials

- **Fresno County Employment Application**
- **Supplemental Questionnaire**
- **Comprehensive Resume**

Please note: Applications must be submitted online only via our website by the closing date and time of this recruitment. Applications submitted via U.S. mail, in person, email or fax will not be accepted. Resumes and attachments will not be accepted in lieu of a completed application.

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER



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