



# Director of Probation Services

Starting Salary Range:	\$72,114- \$130,000
Department:	Court Administration
Location:	York, PA (York County)
Posting Date:	6/30/2026

## Description

The Director of Probation Services provides strategic leadership, oversight, and direction for probation operations, programs, and personnel. This position is responsible for advancing evidence-based, equitable, and trauma-informed probation practices while ensuring compliance with legal mandates, state standards, and court policies. The Director will foster innovation, collaboration, and continuous improvement to enhance probation outcomes, strengthen public safety, and support rehabilitation efforts for both juvenile and adult populations.

## Typical Duties

- Lead ongoing development of a learning organization that values continuous improvement, innovation, and use of data, research, and best practices to enhance probation outcomes and public safety.
- Promote and sustain a culture grounded in diversity, equity, inclusion, evidence-based practices, and trauma-informed care, ensuring these principles are integrated into all departmental functions.
- Advance equitable and trauma-informed probation practices through implementation, monitoring, and evaluation of evidence-based interventions, utilizing data and outcomes to guide decision-making and improve services.
- Monitor emerging trends, research, legislation, and promising practices in probation, corrections, and rehabilitation, and proactively implement relevant changes within the department.
- Foster a culture of trust, collaboration, and shared responsibility by engaging with community stakeholders and participating in local, county, and statewide organizations and initiatives dedicated to strengthening the justice system.
- Research, write, secure, and manage grants to expand programs and address departmental needs, ensuring compliance with all grant requirements and reporting obligations.
- Review, develop, and oversee probation services, diversionary programs, policies, and procedures to ensure compliance with legal requirements, Performance-Based Standards, Juvenile Court Judges Commission requirements, Managed Care/CCBH standards, local Court policies, and evidence-based practices.
- Ensure all state-mandated case reporting is accurate, timely, and compliant and develop, manage, and implement annual departmental budgets and oversee fiscal operations.
- Evaluate program effectiveness and prepare reports regarding departmental performance, progress, and outcomes for the Court Administrator, Judges, Commissioners, community groups, and partner agencies.
- Attend and participate in local, regional, state, and national meetings, conferences, and professional development opportunities to maintain expertise and awareness of advancements in the probation and parole field.
- Develop and implement systems to accredit, audit, and assess performance of contracted service providers utilized by the department.

## Qualifications

- Bachelor's degree in Criminal Justice, Social Work, Public Administration, Psychology, or related field required; Master's degree preferred.
- Minimum of 7– years of progressive leadership experience in probation, corrections, juvenile justice, or related human services.
- Demonstrated knowledge of evidence-based practices, trauma-informed care, restorative justice, and equity-centered approaches.
- Experience in budget development, grant management, and program evaluation, leadership, communication, strategic planning, and stakeholder engagement skills.
- Thorough knowledge of applicable laws, regulations, and standards governing probation and court operations.

## How to Apply

- Submit your resume to Billa R. Jamison, Deputy Court Administrator, Human Resources
- [BRJamison@YorkCountyPA.gov](mailto:BRJamison@YorkCountyPA.gov)

York County Judicial Center, 45 North George Street, York, Pennsylvania 17401