



UNITED STATES PROBATION OFFICE – DISTRICT OF COLORADO

U.S. Courthouse
212 N. Wahsatch Avenue
Colorado Springs, CO 80903
cop.uscourts.gov

United States Probation Officer

Vacancy Announcement: 2026-06-USPO

POSITION:	United States Probation Officer
POSITION TYPE:	Full-time, permanent
SALARY RANGE:	CL 25 (\$52,776 – \$84,495) – Pay Table CS (LEO)* CL 27 (\$61,309 – \$99,661) – Pay Table CS* CL 28 (\$73,473 – 119,466) – Pay Table CS** <i>*Starting salary dependent on qualifications.</i> <i>*Lateral transfer will be considered for current USPOs at CL 25-28</i> <i>**Position has promotable potential up to a CL28 without further competition.</i>
OPEN DATE:	September 11, 2026
CLOSING DATE:	Open until filled.
AREA OF CONSIDERATION:	Nationwide
DUTY STATION:	Colorado Springs, Colorado

*More than one position may be filled from this vacancy, dependent upon staffing needs and budget funding.
The Court reserves the right to cancel and/or modify this position announcement as needed.*

Are you passionate about making a difference? Do you find fulfillment in contributing to a safer community and helping others make positive changes in their lives? Do you want to be part of a collaborative and diverse team that values everyone's unique strengths?

If so, the U.S. Probation Office might be the right place for you. We consider being a U.S. Probation Officer to be the best community corrections job in the nation. Expect challenging and rewarding work in a fast-paced, service-oriented environment where teamwork and professional growth are emphasized.

Learn more about the U.S. Probation Officer career [here](#).

We are part of the Judicial Branch, an independent and equal branch of the federal government, and operate under Judiciary-specific employment policies and practices.

MISSION STATEMENT

We make the community safer by facilitating the administration of justice, providing opportunities for positive change while maintaining professional integrity, dignity, and respect for all.

CORE VALUES

Our district's core values are Commitment to Quality and Excellence, Dedication to Teamwork and Collaboration, Performance and Results Driven, Respect for Employees and Stakeholders, and Professional Integrity. These values guide our work, our interactions with one another, and the strategies we use to fulfill our mission.

ABOUT THE U.S. PROBATION OFFICER POSITION

A United States Probation Officer works in a team environment, serves in a judiciary law enforcement position, and assists in the administration of justice. Officers promote community safety, conduct investigations, supervise defendants and offenders, gather and analyze information, prepare reports, and make recommendations to the court.

The position requires independent judgment within established professional standards, policies, and statutory requirements. Officers regularly interact with judicial officers and court staff, attorneys, law enforcement agencies, treatment providers, victims, defendants and their families, and other community partners.

Work is performed both in an office setting and in the community and may include variable hours, including nights and weekends. Officers regularly work with individuals who may have violent backgrounds and may conduct field work in uncontrolled or potentially unsafe environments. Travel within the state is required.

REPRESENTATIVE DUTIES

These representative duties provide generalized examples of work that may be performed in the position and are not intended to reflect every duty or responsibility.

- Conduct investigations and prepare reports for the court with recommendations, which requires interviewing offenders/defendants and their families, as well as collecting background data from various sources. An integral part of this process is the interpretation and application of policies and procedures, statutes, Federal Rules of Criminal Procedures, and may include U.S. Sentencing Guidelines, *Guide to Judiciary Policy* (including Volume 8 (Probation and Pretrial Services)), and relevant case law. Track legal developments and update staff and the court.
- Enforce court-ordered supervision components and implement supervision strategies. Maintain personal contact with defendants and offenders. Investigate employment, sources of income, lifestyle, and associates to assess risk and compliance. Address substance abuse, mental health, domestic violence, and similar problems and implement the necessary treatment or violation proceedings, through assessment, monitoring, and counseling.
- Schedule and conduct drug use detection tests and DNA collection of offenders/defendants, following established procedures and protocols. Maintain paper and computerized records of test results. Maintain chain of custody of urinalysis testing materials. Respond to judicial officer's request for information and advice. Testify in court as to the basis for factual findings and (if warranted) guideline applications. Serve as a resource to the court. Maintain detailed written records of case activity. May conduct surveillance and/or search and seizure at the direction of the court.
- Investigate and analyze financial documents and activities and take appropriate action. Interview victim(s) and provide victim impact statements to the court. Ensure compliance with Mandatory Victims Restitution Act. Responsible for enforcement of home confinement conditions ordered by the court, and in some districts may perform home confinement reintegration on behalf of the Bureau of Prisons.
- Analyze and respond to any objections. This may include resolving disputed issues and presenting unresolved issues to the court for resolution. Assess offenders'/defendants' level of risk and develop a blend of strategies for controlling and correcting risk management.
- Communicate with other organizations and persons (such as the U.S. Parole Commission, Bureau of Prisons, law enforcement, treatment agencies, and attorneys) concerning offenders'/defendants' behavior and conditions of supervision. Identify and investigate violations and implement appropriate alternatives and sanctions. Report violations of the conditions of supervision to the appropriate authorities. Prepare written reports of violation matters and make recommendations for disposition. Testify at court or parole hearings. Conduct Parole Commission preliminary interviews. Guide the work of staff providing administrative and technical assistance to officers. Knowledge of, and compliance with, the Code of Conduct for Judicial Employees and court confidentiality requirements. Ability to consistently demonstrate sound ethics and judgment.

MINIMUM QUALIFICATIONS

All probation officer positions require a bachelor's degree from an accredited institution in a field of study that demonstrates the ability to understand and apply the legal requirements and human-relations skills of the position.

In addition to the bachelor's degree requirement, applicants must have at least one year of specialized experience or meet one of the following education alternatives:

- An overall grade point average of 2.90 or better on a 4.0 scale
- Standing in the upper third of the graduating class
- A grade point average of 3.5 or better in the major field of study, such as business or public administration, human resources management, industrial relations, or psychology
- Election to membership in a qualifying National Honorary Scholastic Society
- Completion of one academic year (30 semester or 45 quarter hours) of graduate study in a field closely related to the position

SPECIALIZED EXPERIENCE

Specialized experience is progressively responsible experience in fields such as:

- Probation or pretrial services
- Parole or corrections
- Criminal investigations
- Substance use or addiction treatment
- Public administration
- Human relations
- Social work
- Psychology
- Mental health

Experience solely as a police, custodial, or security officer is not creditable unless it includes qualifying criminal investigative experience.

Initial classification and salary will be determined based on the selectee's qualifications and directly related experience. Candidates with at least three years of qualifying probation, pretrial services, and/or parole experience may be considered for appointment above the CL-25 level. Appointment at the CL-28 level is generally reserved for qualified transfer applicants currently serving in a federal probation or pretrial services officer position.

PREFERRED EXPERIENCE AND SKILLS

The Court strongly prefers applicants with at least three years of directly related experience in probation, pretrial services, and/or parole, particularly experience involving case management, preparation of presentence reports, and/or supervision of defendants or offenders in the community.

Highly qualified applicants should also be able to demonstrate knowledge of evidence-based practices in community corrections, including risk assessment, risk-based supervision, and cognitive behavioral interventions or treatment strategies. Preference may also be given to applicants who can effectively communicate in Spanish.

IMPORTANT LAW ENFORCEMENT REQUIREMENTS

This position is subject to special requirements applicable to federal judiciary law enforcement officers.

Maximum Entry Age

First-time appointees must not have reached their 37th birthday at the time of appointment. Applicants age 37 or older who previously served in a qualifying federal law enforcement position under FERS or CSRS may be eligible to have prior covered law enforcement service deducted from their age when determining eligibility. Retirement is mandatory at age 57.

Medical and Physical Requirements

Probation officers investigate and supervise individuals who may present a physical danger to officers or the public. The work may require moderate to arduous physical activity, prolonged walking or standing, physical dexterity and coordination, and the ability to use approved self-defense techniques.

Final candidates must successfully complete the applicable medical examination and drug screening requirements for judiciary law enforcement officers. Please see [Officer and Officer Assistant Medical Requirements](#) for more details.

Background Investigation

Upon successful completion of the medical examination and drug screening, the selectee may be appointed provisionally, pending a favorable suitability determination by the Court following completion of the ten-year, high-sensitive background investigation. As conditions of continued employment, the incumbent will also be subject to ongoing random drug screening, background reinvestigations every five years, and, when deemed necessary by management for reasonable cause, subsequent fitness-for-duty evaluations.

For transfer applicants, at the discretion of the Chief U.S. Probation Officer, the officer's most recent background investigation or reinvestigation report may be reviewed before an employment offer is made. If a selectee's initial background investigation has not been completed at the time of transfer, the selectee may be appointed provisionally, pending a favorable suitability determination by the Court.

TRAINING

Probation officers receive extensive local training and are required to successfully complete a six-week intensive national training program at the U.S. Probation and Pretrial Services Training Academy in Charleston, South Carolina.

CONDITIONS OF EMPLOYMENT

Applicants must be U.S. citizens or lawful permanent residents who are seeking U.S. citizenship.

Judiciary employees are required to:

- Use electronic funds transfer for payroll deposit.
- Adhere to the [Code of Conduct for Judicial Employees](#).
- Comply with Court policies and confidentiality requirements.
- Meet established performance and conduct expectations.

BENEFITS

Pay is only one part of the generous total compensation package available to federal Judiciary employees. We offer flexible work schedules and up to 50% telework.

Judiciary benefits include:

- 13 days of annual leave during the first three years of service, increasing with tenure
- 13 days of sick leave each year
- 11 paid federal holidays
- Retirement benefits
- Thrift Savings Plan (TSP) participation, including government contributions of up to 5%
- Health, life, dental, and vision insurance coverage
- Flexible spending accounts for eligible health care, dependent care, and parking expenses

Additional resources include the Federal Occupational Health (FOH) Employee Assistance Program (EAP) and eligibility for Public Service Loan Forgiveness ([PSLF](#)), if qualified.

For a complete list of Judiciary benefits, visit our employment [website](#).

HOW TO APPLY

Qualified applicants must submit a complete application packet containing:

- Application form AO78 (Download it [here](#))
- Cover letter
- Current resume
- Performance evaluations for the last two years
- College transcripts

Applicants who do not currently reside in Colorado should address their motivation for relocating to Colorado Springs in their cover letter.

Because this is a high-sensitive position, all applicants must complete the “**Optional Background Information**” section of the AO78 (page 5) for consideration.

Submit all materials as **one PDF document** by email to: cod_hrd@cod.uscourts.gov

Use the following subject line: **Vacancy Announcement: 2026-06-USPO**

Incomplete application packets may not be considered.

THE FEDERAL JUDICIARY IS AN EQUAL OPPORTUNITY EMPLOYER