



# RECRUITMENT ANNOUNCEMENT

# LANE COUNTY, OREGON

Lane County Human Resources  
125 E. 8<sup>th</sup> Ave, Eugene OR 97401  
541-682-3665

Office Hours: 10am – 5pm  
Monday through Friday  
[www.lanecounty.org/jobs](http://www.lanecounty.org/jobs)

Recorded Job Info: 541-682-4473  
[jobs@co.lane.or.us](mailto:jobs@co.lane.or.us)

**Lane County is an Equal Opportunity Employer and complies with the ADA.  
Individuals from diverse cultures are strongly encouraged to consider this career opportunity.**

TITLE / WORKING TITLE (JOB CODE)

## Bilingual Juvenile Counselor 1 (K001B)

**Job Posting #: 209094**

Department / Division

**Youth Services / Counseling**

Compensation

**\$40,768 – \$56,493 / annually**

Exempt or Non-Exempt

**Exempt**

Hours per Week

**40.00**

Schedule

**M-F 8am-5pm**

**This position is AFSCME Represented**

**Opens: August 9, 2009**

**Closes: Open until filled\***

**Completed application materials must be received in our office by the time and date specified in order to be considered for this position.**

### Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in social work or a related field.

### Experience:

Six months of social work experience involving work with juvenile offenders and the Juvenile Court system.

### Substitution:

An equivalent combination of experience and training or demonstrated abilities qualifying the employee or applicant to perform the duties described herein. These skills and abilities may be acquired in various ways; i.e., education and/or bilingual or bicultural experiences.

### Necessary Special Qualifications:

Bilingual abilities (**English/Spanish**) required. Lane County will administer bilingual testing as a part of the selection process.

Possession of a valid Oregon driver's license at the time of appointment, if required to drive.

**\*This recruitment may close at any time without prior notice in order to proceed in the selection processes. Interested individuals are encouraged to submit an application as soon as possible.**

### Summary of Essential Duties:

This position is responsible for the assessment, supervision and effective treatment of youthful offenders in Lane County. Primary responsibilities include: conducting interviews of youths referred for violations of the law, preparing reports and court documents and coordinating communication with agencies; developing case plans, supervising youth on the plans, providing incentives and sanctions, motivating youth to success and providing skill based instruction; monitoring daily activities of juveniles, including school attendance and performance, treatment compliance, community service work, restitution payment and other community activities; providing family counseling, crisis intervention and individual counseling; administering de-escalation techniques and physically restraining youth as needed

### Knowledge of:

Both languages (English & Spanish), demonstrating the ability to convey information in both languages quickly and accurately. Cognitive behavioral, motivational interviewing and other effective strength based theories and principles used in juvenile justice and counseling. Behavior and adjustment problems in juveniles; principles and practices of psychology as they relate to child/ and adolescent development and family structure. Criminal law; juvenile law; and juvenile court policies and procedures; and state laws, rules and regulations regarding juvenile detention and probation. Statewide and local correctional and social service agencies and their programs, practices and procedures. Available community and multicultural resources. Interviewing techniques and testing procedures. Business letter writing and basic report preparation techniques. English usage, spelling, grammar, and punctuation.

### Ability to:

Communicate clearly and concisely, orally and in writing with youth and families from diverse backgrounds, in both English and Spanish. Maintain confidentiality of communications. Make accurate assessments of behaviors and attitudes and choose appropriate courses of action based on assessments. Prepare and present court reports or legal documents. Gain cooperation through discussion and persuasion of people who may be hostile or have emotional disorders. Establish and maintain effective working relationships with those contacted in the course of work. Teach basic life and self-help skills. Effectively deal with and counsel maladjusted youths and their families and gain their confidence and cooperation.

**Notes:**

**This position requires a criminal background investigation to determine qualifications to obtain, and maintain as a condition of employment, access to the Area Information Records System (AIRS) and/or the Law Enforcement Data System (LEDS). Applicants who have been convicted of felony or serious misdemeanor crimes will not qualify for access. The background check will be done prior to any interviews being conducted.**

**Prequalifying questions:**

1. Do you have the equivalent to a Bachelor's degree from an accredited college or university with major course work in social work or a related field?  
 YES       NO
2. Do you have six months of social work experience involving work with juvenile offenders and the Juvenile Court system?  
 YES       NO
3. Do you possess or can you obtain a valid Oregon driver's license by the time of appointment?  
 YES       NO
4. Are you able to speak, read, and/or write in Spanish?  
 YES       NO

**Supplemental questions:**

1. Por favor responda, **en Español**, a lo siguiente: describa su conocimiento de los diferentes factores relacionados con la juventud en alto riesgo de delincuencia.
2. Describe your experience gathering information and doing assessments (risk, mental health, drug and alcohol, and case management, etc.) of these youth and their families.
3. Describe your experience in each of the following areas, and what you have gained from these experiences:
  - a. Working with people and families in crisis.
  - b. Working with people from other social service and law enforcement agencies.
  - c. Working with at-risk adolescents and delinquent youth.
4. Describe your experience and approach in the following areas:
  - a. What is your experience and/or training working with culturally-diverse people and organizations?
  - b. What is your approach when working with someone whose culture is different from yours regarding how you develop an effective working relationship and how you put together an effective treatment plan?

**This announcement is intended as a general descriptive recruitment guide and is subject to change. It may not contain all duties performed nor all the knowledge and abilities required. Furthermore, this announcement does not constitute either an expressed or implied contract.**

**Based on operational needs, more than one position may be filled from this posting.**