

~ About the Butte County Superior Court ~

Our mission is to create a court environment deserving of community respect by: resolving disputes according to law; ensuring and protecting peoples' rights; taking a leadership role in preserving order in society; and providing exceptional, accessible, and fair justice service to all.

Butte Superior Court is located in beautiful Northern California. The natural beauty and quality of life afforded Butte County residents is truly exceptional.

The Court operates two courthouses located in Oroville and Chico. The bench is comprised of 9 judges and two commissioners. The court employs approximately 117 support staff. The Hon. [Stephen E. Benson](#) is the court's presiding Judge. The Court Executive Officer is Ms. Kimberly Flener.

~ Excellent Benefits Package ~

- CalPERS retirement 2% @ 55 – Court contributes 7% of salary for employee's share
- Employees are vested after 5 years of full-time service
- Annual Time Off -
 - 13 Holidays
 - 12 Sick days
 - 3 weeks vacation per year – increases with longevity
- Choice of 3 PERS Health Insurance Plans (HMO/PPO)
- Dental & Vision Plans
- Life Insurance - \$25,000 paid by the Court - additional voluntary coverage available at reasonable rates
- ICMA Deferred Compensation Plan available
- Flexible Spending 125 Account (health / dependent care)
- Employee Assistance Program

Butte County Superior Court

SUPERIOR COURT OF CALIFORNIA



Announces
Employment Opportunity For:

***Mediator
Child Custody
Recommending
Counselor
(Limited Term Position)***

Annual Salary:

\$51,064 – \$62,067

Plus
Excellent Benefits Package

Recruitment Period
8/4/2012 thru 8/24/2012
Filing Deadline 8/24/2012 @4:00pm



An Equal Opportunity Employer

The Position – This full-time limited term position through 8-31-2013 is utilized in the Family & Children Services Division and works at the fully qualified journey level, performing mandated court functions.

Under the general direction of the Family and Children's Services Director, this position performs mediations, conducts investigations and makes child custody/visitation recommendations to the judicial officers of the Superior Court.

Principal Job Duties Include:

- Conducts mediation hearings and conferences on child custody and visitation disputes.
- Interviews parents, children, extended family members, collateral sources and agencies to develop information regarding domestic, marital, and other aspects of parental responsibilities which directly relate to appropriate recommendations
- Evaluates and assesses families for referral to appropriate community resources
- Prepares written stipulation of agreements for Court's signature, prepares written recommendations and evaluations to the Court in child custody and visitation cases, guardianships, and stepparent adoptions
- Prepares and maintains case files, compiles statistics and keeps records at the request of the court or Administrator
- Conducts child custody investigations and evaluations as required
- Conducts mediation or parent orientation classes as required

- Provides instructions, seminars and presentations on divorce, dispute resolution, child development or other relevant topics as directed
- Attends training sessions, staff meetings, case consultations and maintains up-to-date information concerning family assessment, family dynamics, mediation and family law
- Abides by professional and ethical standards as mandated and prescribed in the California Family Code, Rules of Court and Mediation Standards
- Assists in the coordination of various court based service programs including multi-agency collaborative efforts
- Collects and maintain statistical information pertaining to division operations

The Ideal Candidate Possesses Knowledge of -

- California Court System, Civil Code, Family Law policies and procedures and case and statutory law
- Principles of interviewing, counseling, investigation, and casework; custody research and studies; negotiation theory; court mediation theory and paradigms; reality focused settlement techniques
- Adult and child development with emphasis on children of divorce; family dynamics and system theory; appropriate parenting arrangements for children of various ages; effects of divorce on children, parents and extended families; crisis intervention techniques
- Code of ethics for court employees
- Behavioral disorders such as character and mental disorders, substance abuse, domestic violence, child abuse and molestation
- Available local community resources

Professional Qualifications -

Education & Experience - A Master's Degree from an accredited college or university in psychology, social work, marriage, family and child counseling or other behavioral science substantially related to marriage and family interpersonal relationships.

AND two years post-Master's professional experience in family counseling, psychotherapy or mediation shall be deemed to meet the minimum requirements for this position.

Previous work experience as a probation officer, social worker or performing the duties of a Family Court Investigator may be evaluated for substitution purposes for the required education on a year-for-year basis.

Desirable*: Possession of a valid California State License as: Marriage, Family Therapist, Licensed Clinical Social Worker or Licensed Psychologist.

* A 10% salary differential is paid for an employee who possesses one of the desirable licenses above.

Other Requirements:

- This position requires, as a condition of continued employment, that the person either 1) become a union member, 2) pay a fair share fee to the union, or 3) meet specific requirements under which an equivalent amount must be paid to a charity
- Passing a pre-employment medical review examination, including alcohol and drug screening; background and reference check, including a fingerprinting check for criminal convictions through the Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI).
- All offers of employment are contingent upon submission of documents verifying identity and authorization to work in the United States in accordance with the Immigration and Naturalization Control Act of 1986

Application Process -

Submit your completed Court application and responses to the Supplemental Questions to:

**Superior Court of California,
County of Butte
Human Resources Department
One Court Street
Oroville, CA 95965**

Application materials may be obtained online at: www.buttecourt.ca.gov or by calling (530) 532-7103. Answers to Supplemental Questions **must** be submitted along with your application for employment consideration. A resume and/or attachments to the application are encouraged. Faxed applications will be accepted at 530-532-7291 followed by the submission of the original signed application within 7 days of the final filing deadline of 8-24-2012 @ 4:00pm.

Selection Process –

The application is the first step in the examination process, and in some instances, it may be the only criteria utilized in developing a list of candidates. The information you furnish will be used to determine your qualification.

It is important that your application show all the relevant experience and education. List all relevant jobs regardless of duration, including part-time and volunteer work which relate to the specific minimum qualifications. Please be sure your submittals clearly detail your qualifying education, training and experience to permit comprehensive review.

Following a review of the application materials, candidates demonstrating the best qualifications in terms of experience, education and training will be invited to interview.

Butte Superior Court does not discriminate on the basis of race, color, sex, religion, age, national origin, ancestry, and physical or mental disability. If you need reasonable accommodations you may call the Court Administrative Office at (530) 532-7013.

The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. Questions regarding this announcement may be directed to the Butte Superior Court Human Resources Office.

Butte Superior Court
Mediator – Child Custody Recommending Counselor

Supplemental Questions

This supplemental application, the required Butte Court employment application and other documents will be the basis for a competitive evaluation of qualifications. Briefly address each item by highlighting the major points you believe are most important and type or print your responses on a separate sheet of paper. **Please make sure that your name and date are printed on each page.**

1. Describe your training and experience in the field of mediation, child custody recommending counseling or conflict resolution. What skills or techniques do you believe are most helpful in this area of work?
2. Describe your experience working with children and families. Define the issues that are relevant in working with children and their parents. Please include any child developmental issues that you have considered or addressed.
3. Describe a high conflict case you have had in the past and summarize how you dealt with it. What qualities and skills were you able to utilize that effectively resolved that conflict?
4. What other areas of expertise do you believe are relevant in working in this field? Briefly describe your own experience in dealing with them?
5. Describe any report writing you may have done in the past, particularly that which relates to this field. **You may submit a copy of a report you've written with all identifying information redacted.**
6. What are the factors you consider important when dealing with people of cultures, education and socio-economic levels different from your own or people with special needs?

I, the undersigned, declare that all the responses to this questionnaire have been prepared by me and represent my independent work. I understand that all information provided may be subject to verification and reference.

Applicant Signature: _____ Date: _____