~ 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 County 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 10 Judges and 2 Court Commissioners. The Court employs approximately 120 support staff. The Hon. Kristen Lucena is the Court's Presiding Judge. The Court Executive Officer is Ms. Kimberly Flener.

~ Excellent Benefits Package ~

- CalPERS retirement: 2% @ 62 (new); 2% @ 55 (classic)
- Employees are vested after 5 years of full-time service
- Annual Time Off
  - 13 Holidays
  - 12 Sick days
  - 3 weeks of vacation – increases with longevity
- Choice of 5 Health Insurance Plans (HMO/PPO)
- Dental & Vision Plans
- Life Insurance: $25,000 paid by the Court and additional coverage available at reasonable rates
- ICMA Deferred Compensation Plan
- Flexible Spending Section 125 Account (health/dependent care)
- Employee Assistance Program

Butte County Superior Court

Announces
Employment Opportunity For:

MEDIATOR
Child Custody Recommending Counselor

Annual Salary:
$52,853 – 64,251*
Plus Excellent Benefits Package

*An additional 10% salary stipend to licensed MFT, LCSW or Psychologist

Recruitment Period:
9/26/2015 to 10/16/2015
Filing Deadline: 10/16/15 @ 4:00 pm

An Equal Opportunity Employer

The Position

This full-time position 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 Court Services Manager, this position performs mediations, conducts investigations and makes child custody/visitation recommendations to the judicial officers of the Superior Court.

Principal Job Duties

- 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 and 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 the Court and Mediation Standards.
- Assists in the coordination of various Court-based service programs including multi-agency collaborative efforts.
- Collects and maintains 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;
- Behavioral disorders such as character and mental disorders, substance abuse, domestic violence, child abuse and molestation; and
- Available local community resources.

An Equal Opportunity Employer

Butte Superior Court does not discriminate on the basis of race, color, sex, religion, age, national origin, ancestry, or physical or mental disability. If you require reasonable accommodation you may call the Court Human Resources Office at (530) 532-7103.

Minimum 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.

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

Possession of a valid California State License as a Marriage and Family Therapist, Clinical Social Worker or Psychologist is desirable. A 10% salary differential is paid for any employee who possesses one of the licenses above.

Other Requirements

- This position requires, as a condition of continued employment, that the employee 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 qualified charity.
- Candidates must pass a pre-employment medical review examination, alcohol and drug screening, background and reference check, and fingerprinting 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. 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 and via email to HR@buttecourt.ca.gov by the final deadline of 10/16/2015 @ 4:00 pm.

Selection Process

The application is the first step in the examination process, as the information you furnish will be used to determine your qualifications.

It is imperative that your application is complete. List all relevant education and experience regardless of duration, including part-time and volunteer work, which relate to the specific minimum qualifications. Please be sure your submittals are received and clear/readable to allow for comprehensive review.

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

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 County Superior Court Human Resources Office at (530) 532-7103.

Butte County Superior Court
Mediator / Child Custody Recommending Counselor

Supplemental Questions

This supplemental questionnaire, the required Court employment application, and other documents submitted 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. In the absence of direct experience, please correlate your education and experience with the minimum requirements and essential duties listed in this recruitment to demonstrate that you are qualified for, and likely to be successful, in this position.

2. Please describe what you believe are the three most important skills and abilities of a court mediator and why.

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 working in this field? Briefly describe your own experience in dealing with them.

5. Describe any report writing you 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.

Print Full Name: _____

Applicant Signature:_____ **Date:** _____