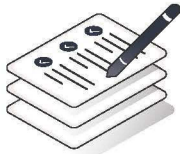




Collin County Juvenile Services Hiring Process

1



Application Submitted

Once you've completed all required sections of the application, you'll be able to review, finalize, and submit it. You can find a full list of application requirements in the FAQ section of the HR page.

2



Application Review

Juvenile Services hiring managers review applications for their open positions and will reach out to candidates directly to schedule interviews.

3



Interview

If you are selected for an interview, the hiring manager will contact you directly. Interviews are conducted in person, and may also be held by video chat. After your interview, you will receive an Employment Packet, and you will need to provide a list of your previous employers.

4



Polygraph, Psych, and Background

Candidates for the Juvenile Services Officer position will complete a polygraph and psychological evaluation, as well as fingerprinting, background checks, and a driving record review.

5



Selection & Contingent Offer

After a candidate is selected, the department will extend a contingent job offer. This offer depends on successfully completing all remaining steps in the hiring process.

6



Pre-Employment Physical

All County new hires must complete a post-offer physical and drug screen.

7



Hire and Onboarding

You will begin employment on the agreed-upon date and complete your Onboarding meeting with Human Resources. During this meeting, you'll complete your federal Form I-9 and provide the required identification.

*Beginning April 1, 2026, updates to the Texas Administrative Code (T.A.C.) will change background check procedures. Employment Packet will be given after interviews, and all candidates must complete it before an offer can be made.