

Worcester County Job Opportunities

DEPARTMENT: CIRCUIT COURT- WORCESTER COUNTY

JOB TITLE: CHILD CUSTODY EVALUATOR- FIRST JUDICIAL CIRCUIT
(WORCESTER, WICOMICO, SOMERSET AND DORCHESTER CIRCUIT COURTS)

COMPENSATION: \$75,000 TO \$85,000 ANNUALLY
(STARTING SALARY DEPENDS ON QUALIFICATIONS AND EXPERIENCE)

JOB LOCATION: WORCESTER COUNTY COURT HOUSE, SNOW HILL, MD WITH REGULAR TRAVEL TO THE FOUR JURISDICTIONS

WORK SCHEDULE: 8:30AM TO 4:30PM, MONDAY TO FRIDAY

APPLICATION PERIOD: MUST BE SUBMITTED BY CLOSE OF BUSINESS, JUNE 5, 2026

JOB SUMMARY:

The Child Custody Evaluator is responsible for conducting all court-ordered Forensic Child Custody Evaluations in the First Judicial Circuit. This is an appointed, at-will position that serves at the pleasure of the Circuit Court Judges and reports to the Administrative Judge of Worcester County and the Family Services Coordinator. The position's primary work location will be at the Circuit Court for Worcester County with regular travel to the four jurisdictions. The position requires conducting psycho-social interviews, preparing written reports with specific recommendations as to custody and/or visitation in contested family law cases, testifying in contested cases and conducting home visits. The use of independent judgment, discretion and strong organizational, communication, technical and interpersonal skills are required. **Applicants are subject to a background check.**

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

- Provide the Court with a psychosocial assessment of the family that identifies children's needs and parenting strengths and weaknesses and provides co-parenting plan recommendations. The custody evaluation model practiced is a 5-interview session model.
- Systemically conceptualize family dynamics; identify children's developmental needs (intellectual, psychological, social and physical); and identify parenting strengths and liabilities, including identifying and/or ruling out underlying psychopathology.
- Conduct interviews with parents and children, including follow-up sessions and collateral contacts when indicated.
- Draft parenting plans as needed.
- Give testimony in Court when required.
- Conduct conferences with parties and attorneys when indicated.
- Prepare and maintain annual statistical data on custody evaluations.

- Attend state meetings and mandatory training sessions as needed.
- Maintain all requirements of professional licensure.
- Perform other duties as assigned by the County Administrative Judge, Family Court Judge, Magistrate or Family Services Coordinator.

QUALIFICATIONS AND SKILLS:

- A working understanding of the complexities of the divorce process, and an understanding of many issues (legal, social, familial and cultural) involved in custody and visitation issues.
- Familiarity with the statutes and case law governing child custody and resulting legal proceedings.
- Demonstrated commitment to working with Family Court litigants.
- Exceptional conflict resolution skills.
- Complex multidisciplinary case management experience.
- Strong organizational and problem-solving skills.
- Ability to communicate clearly and professionally in writing and verbally with judges, magistrates, court personnel.
- Ability to establish and maintain effective working relationships with co-workers, community partners and the general public.
- Ability to work with sensitive legal information and maintain confidentiality.

MINIMUM QUALIFICATIONS:

The Forensic Child Custody Evaluator shall be one of the following:

- a. Maryland licensed psychologist or a psychologist with an equivalent level of licensure in any other state.
- b. Maryland licensed certified social worker-clinical or a clinical social worker with an equivalent level of licensure in any other state.
- c. Maryland licensed clinical professional counselor or a clinical professional counselor with an equivalent level of licensure in any other state.
- d. Maryland licensed clinical marriage and family therapist or a clinical marriage and family therapist with an equivalent level of licensure in any other state; or
- e. Physician licensed in any State who is board-certified in psychiatry or has completed a psychiatry residency accredited by the Accreditation Council for Graduate Medical Education or a successor to that Council.

Additional training and experience in observing or performing custody evaluations with knowledge in domestic violence, child neglect/abuse, family dynamics, and adult and child development strongly preferred.

PHYSICAL REQUIREMENTS:

Must be able to effectively communicate and interact with other employees and the public through the use of the telephone and personal contact. Physical ability to

effectively use and operate various items of office related equipment. Must have the ability to lift and carry stacks of court files.

ADDITIONAL INFORMATION:

This position is funded by a grant from the Maryland Administrative Office of the Courts and administered as a pass-through by Worcester County for the Circuit Court.

TO APPLY:

Applicants must apply online at [Worcester County Employment](#) with a cover letter, resume or CV. Applicants can also send a completed [Worcester County Employment application](#), cover letter, resume or CV to tburkhead@worcesstermd.gov

Worcester County Government Benefits Information

Worcester County Government offers its employees a comprehensive benefits package, including medical, dental, and vision insurance, paid time off, holidays, retirement plans, and much more! To learn more details about our full range of benefits, please view our Benefits Guide at [Worcester_Guide_2025.pdf](#).

Paid Time Off

Full time employees can accrue up to 248 hours of paid time off in the first year of employment starting on the first full pay period. This includes up to 80 hours of vacation, up to 120 hours of sick, and up to 48 hours of personal leave. The accrual for vacation increases after 6 years and 11 years. Unused vacation and sick leave can be rolled over annually as outlined in the policy details. Full time employees are granted 14 paid holidays in calendar year 2025.

Medical Benefits

Full time employees are eligible for medical, dental, vision, flexible spending account(s), and AFLAC voluntary plans on the first day of the month after date of hire. Please visit our on-line Benefits Guide at the link above for additional details about the plans, co-pays, and premiums.

Full time employees are eligible for county paid life insurance and long-term disability insurance on the first day of the month following six months of employment.

Retirement

All employees budgeted for 500 hours, or more will automatically participate in Maryland State Retirement effective on the date of hire, if not already retired from a Maryland State Retirement system. All employees are eligible to participate in a deferred compensation plan that offers pre-tax and ROTH contribution options. The county provides a \$1 for \$1 match of employee's contributions up to a maximum of \$1,000 per fiscal year as outlined in the plan documents.

Part Time Employees

Part time employees are eligible to participate in the deferred compensation plan on the first day of the month after date of hire. Part time employees are eligible to earn 1 hour for every 30 hours worked of sick leave (up to 64 hours). Sick leave can be taken after a 106-day waiting period.

Extras for All Employees

All employees are eligible to use the Fitness Room at the Worcester County Recreation Center at no cost. All employees have access to an Employee Assistance Program that provides telephone consultations and up to 3 face-to-face visits per year. All employees are eligible for SECU credit union membership.

For more information, please view our Benefits Guide at jobs.worcestermd.gov or call Human Resources at 410-632-0090.