

By Michael K. Jeanes, Clerk of the Superior Court

We've got your 15 jobs right here

What if someone told you the Clerk's Office was an ideal home for all the generations in the workplace, including millennials? How could a government agency, a judicial branch department filled with public employees, possibly compete with high-profile, private sector movers and shakers? The answer is this: The Clerk's Office has what job seekers are looking for—the environment that launches and maintains not just jobs, but callings.

According to an article on Forbes.com, people entering the workforce today may have 15 jobs during the course of their working lives, averaging two or three years in each position. That doesn't have to be a nightmare or a series of starts and stops for the employee or the employer. On the contrary, a person working within the Clerk's Office could work a different job every two or three years and still not do everything there is to do before retirement.

Government employment is shedding the image of “county cadavers,” who drag into work, do enough to get by, go home, and repeat the cycle every day for the next 30 years until they're handed a pension. Today's employees show up ready to work and they push for working smarter. They offer creative problem-solving solutions and they enjoy flexible schedules, challenging assignments, and the rewards of solving problems through both people and technology. And these problem solving ideas aren't just coming from the IT department and business analysts.

People at all positions and responsibility levels are suggesting ways to save time and taxpayer dollars, while still providing the same or better service. Specific, targeted ideas from individuals and team members are a big part of what has allowed the Clerk's Office to consistently improve on returns for dollars spent and to return budgeted dollars at the end of the fiscal year. There is no bottom line to maintain, no sales goals or bonuses, no quarterly revenues that determine whether you're laid off or employed, and no shareholders. Clerk's Office employees focus on service, improvements, productivity, and protecting access to justice. And yes, at the end of your career your hard work still earns a pension.

A valuable employee shows up and gets the job done. An employee who is curious, motivated, has a great attitude, freely gives input, challenges assumptions, identifies opportunities, and is a lifelong learner is a star. Employers in every business welcome stars and want to develop them to everyone's benefit. It's natural and rewarding when stars are recruited away. The place they leave and the place they go benefit from their star power. It's also rewarding when stars stay, time flies, and before they know it, they're entering retirement and looking back on a great and varied, rewarding career full of relationships, memories, and lasting contributions.

There are advantages to job-hopping within one workplace. Moving up to positions that have more responsibility demonstrates learning, getting along with others, motivation, skill development, and management aptitude. Those skills translate within our team and to anywhere else you might go later. Before and while moving up, there are near-endless opportunities for moving within the office.

Within the Clerk's Office specifically, internal movement keeps the work interesting, challenging, and rewarding. Keep moving, keep learning, and keep searching for that best fit, even if movement is that fit. The Clerk's Office has hundreds of people working at more than 10 locations around the Valley, in more than six different case types and in multiple subject areas like finance, IT, scanning and distribution, and electronic document management, in addition to the more familiar courtroom and file counter assignments. The farther people advance in management, the broader their reach gets into multiple areas of the office at once. The available skills, benefits, learning, and personal development are limitless.

The Clerk's Office values innovation, collaboration, excellence and diversity. This is one office with individuals pulling in the same direction. This is a place that puts it all on the line for the justice system, the legal community, the public, and our team members. That will be true whether you're with us for three years or thirty. If you're a regular customer of the superior court, this all benefits you. If you want people working in public service who meet or exceed these qualities, send them our way to join the team.