

SPECIAL RESPONSE TEAM OFFICER

Special Response Team Officers are specially trained to perform high-risk operations that fall outside the training and capabilities of regular Officers. These Officers are trained to function at a high level as individuals and most importantly as part of a cohesive unit. These Officers are expected to be committed to the team and the demands of training and preparation. Officers understand that they may be activated at any time to address a crisis situation. SRT Officers work as a team to bring the safest possible conclusion to the most dangerous situations while honoring the sanctity of life.

In addition to the above, a combination of the following desired traits will be considered:

- Recommendation from current/former supervisor(s)
- Prior history of positive job performance and work history
- Prior experience and/or interest in the specialist position
- Proven abilities to perform work required in the specialist position
- Training (job specific)
- Training (general)
- Self-initiated training (relative to specialist position)
- Commendations / letters of compliment for good work service to the community
- Complaint history (external citizen complaints / internal complaints)
- Attendance history
- Self-motivated
- Strong work ethic
- Positive attitude
- Excellent organizational skills
- History of self-initiative
- Good decision making ability
- Ability to work under stressful conditions
- Excellent interpersonal communication skills
- Calm and confident demeanor
- Good listening and interviewing skills
- Willingness to take on complex assignments
- Ability to complete assignments
- Ability to solve complex issues/problems
- Ability to work independently
- Ability to work in team environment
- Positive/pro-active approach to work
- Sound written communication skills
- Working knowledge of technology and social media skills
- Prior assignment to and/or volunteering for department specialty units

Additionally the SRT requires the following of candidates:

- On call flexibility on a 24/7 basis
- A high level of physical fitness
- Sound decision making under extreme duress
- Demonstrated ability to remain clam under duress
- Demonstrated ability to follow direction and take command of emerging crisis
- Tactical mindset
- Willingness to except additional responsibilities within the team structure
- Ability to work well with all members of the team
- Willingness and ability to participate in an exhaustive selection process
- Dedication to maintaining a high level of mental and physical readiness while serving on the SRT
- Commitment to attend all SRT training unless excused in accordance with team protocols
- Willingness to attend and successfully complete specialized training for this position as required by the Chief of Police or his/her designee

SRT Selection Process:

When there is an authorized opening in the SRT a department wide email is sent out asking interested Officers to respond via email within a two week period. The interested Officers are then interviewed by a panel of SRT Supervisors and their work history and job performance is evaluated and their current and former supervisors are consulted. The candidates are asked the same series of questions and their answers are evaluated by the Supervisors. On another day shortly after the interview the Officers participate in practical evaluations. They are tasked with a number of physical tests and scenario based tests. The physical tests are pass/fail and the scenarios are evaluated and observed by the SRT Command staff and supervisors. These scenarios are designed to judge the candidates ability to make decisions under extreme stress, make good decisions, de-escalate when appropriate and work under strenuous conditions. The Officers are the ranked by current members of the SR T and candidates recommended for selection are forwarded to the Chief and Superintendent