



JENNIFER PASTER  
CHIEF OF POLICE

Effective: 04/28/25

Reviewed: 04/25

## BROOKLINE POLICE DEPARTMENT *Brookline,* *Massachusetts*

### **Detective / Identification Unit**

The Identification Unit Detective will be responsible for the processing of all required fingerprinting and photographing on assigned cases. They shall perform other duties as may be assigned by the Chief or Deputy Superintendent- Detective Division.

The Identification Unit Detective is directly responsible to their Deputy Superintendent of designee who has full authority and direct control over all Detectives, subject to any limitation set by the Chief. The degree of proficiency required in the performance of the specific sections of duties that follow shall be determined by the Deputy Superintendent- Detective Division.

### **Detective (ID Unit)**

An applicant for the position as an Identification Detective in the Brookline Police Department should have a preferred minimum of three to five years of experience as a Police Officer, with a high degree of achievement and or success in investigating crimes. Applicants interested in applying for these positions should make themselves available to attend training classes that are required to maintain the minimum standards needed to qualify for the position. Preferred minimum Standards for this position would require a level of proficiency in the following areas:

- Basic Evidence Recovery and Collection
- Identifying and Recovering Latent Fingerprints
- Identifying and Classification of Fingerprints

Ideally, standards in these areas should be achieved and maintained before applying for the position.

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

- Recommendation from current and former supervisor(s)
- Prior job performance and work history (positive/negative)
- Prior experience and/or interest in the specialist position
- Proven abilities to perform the work type required in the specialist position
- Training (job specific and 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



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- 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 a team environment
- Positive / Proactive 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

*Additional Criteria*

- Focused and attentive to detail
- On-call flexibility 24/7 basis
- Contacts/liaisons with other Law Enforcement Individuals/Agencies
- Willingness to attend and complete specialized training for this position as required by the



Chief of Police or their designee

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