



STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
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STEVE SISOLAK
Governor

MICHAEL D. SHERLOCK
Executive Director

POST Announces Recruitment for: *Academy Commander- Training Division*

Recruitment closes December 2, 2021 at 5 PM

Approx. Hourly Rate: PERS Employee/Employer Paid: \$39.92
PERS Employer Paid: \$34.75

The Position

Under administrative direction, manage the operations of the basic training academy- Commission on Peace Officer Standards and Training (POST). Incumbent's plan, organize, direct, control, and coordinate resources and personnel ensuring efficiency and effectiveness in effort; and provide leadership and management functions regularly and when needed or as requested. Incumbents function as managers who develop goals and objectives consistent with the academy and/or department mission; allocate staff and resources to accomplish those goals and objectives; train, supervise, and evaluate the performance of subordinate staff within the basic training academy; develop policies and procedures; participate in budget development; and maintain cooperative relationships with other federal, state, and local agencies and partners. Incumbents have an in-depth knowledge of Nevada's statutes, regulations and requirements related to the curriculum and administration of a basic training academy. Incumbents may also be required to testify before legislative bodies on proposed bills, budget issues, regulatory approval or to answer mandated training questions for the legislature. Incumbents should have an in depth understanding of personnel rules and policies. Incumbents understand, embrace and insure a structured, disciplined training environment. Incumbents have an understanding of adult based learning concepts, performance-based training, reality-based training, simulated stress environment, evaluating stress response, developing command presence, leadership, officer safety techniques and physical fitness and how these relate to better policing.

Please read each question carefully, detail your experience in the requested areas, provide start and end dates for any questions that request your months and/or years of experience, and where relevant, you may be asked to provide supporting documentation to include certificates and diplomas.

To Qualify:

In order to be qualified, you must meet the following requirements:

Education and Experience (Minimum Qualifications)

- Bachelor's degree from an accredited college or university in public administration, business administration, criminal justice, or related field and 10 years working in the field of policing with 2 years in the role of supervisor (Sgt) and/or manager (Lt) OR an equivalent combination of formal education, and supervisory experience and/or experience within the Training Division at POST.

Equivalency Statement: Sufficient training and/or experience may be used in lieu of the required degree or other specific requirements. The aforementioned equivalencies are not exhaustive of all possible options.

This is an unclassified/ exempt position and serves at the pleasure of the Executive Director. Incumbents must demonstrate an understanding and embrace a disciplined and structured law enforcement training environment.

Special Requirements

- **This is an academy management AND leadership role. The commander serves as an example to training staff and cadets and is expected to be the first one in in the morning and the last one to leave in the evening.**
- Working evenings, weekends, and/or holidays may be required.
- A valid driver's license is required at the time of appointment and as a condition of continued employment.

Physical demands: This position requires the applicant to have the ability to participate in physical fitness sessions when necessary. Successful applicants should be able to pass the POST Physical Fitness Test below:

- 1 – Vertical Jump of not less than 14 inches
- 2 – Agility Run in not more than 19.5 seconds
- 3 – 30 sit-ups in one minute
- 4 – 23 push-ups, no time limit
- 5 – 300-meter sprint in not more than 68 seconds
- 6 – 1.5 mile run in not more than 16 minutes 57 seconds

Position status: Exempt (FLSA); unclassified position entitled to standard State benefits; serves at the will of the Executive Director, POST. Employment is contingent on successfully passing a background check. This position announcement lists the major duties and requirements of the job and is not all-inclusive. The incumbent may be expected to perform additional job-related duties and may be required to have or develop additional specific job-related knowledge and skills.

Working Environment: Working at POST offers a relaxed working environment located on the beautiful campus-like surroundings of the Stewart facility, which formerly housed the Stewart Indian School. POST is a forward-thinking organization that embraces the latest in technology to aid in delivering training excellence. POST has adopted a 4-day, 10 hr./day schedule, although during academies, some weeks will revert to a 5 day, 8 hr/day schedule. The position is based in Carson City, Nevada, the state capital. Nevada has a relatively low cost of living including no state income tax.

The Examination

The exam will consist of a resume assessment, Training and Experience Questionnaire (below) and may (if there are 3 or more applicants) include an assessment center process including an in-basket exercise, third party interview and Administrative Division interview or other process as deemed appropriate.

Academy Commander T & E exam

The exam will consist of a rating of training and experience weighted and may include those items listed above. It is essential that applications include extensively detailed information with time frames regarding education and experience. Your score will be based on the information provided in your application and your responses to the questions asked below. If there are several parts to a question, answer each part separately. Along with each answer, identify the position(s) and/or training (as described in your resume) where you gained the background asked for in the question. Absence of experience/training asked for in a question is not necessarily disqualifying. Failure to answer the questions will result in a score based solely on the resume.

- 1) Indicate your experience, time and at what levels you have worked within a training environment.
- 2) Describe your education and training to include both formal and informal training and include whether you received a certificate, transcript or degree.
- 3) Describe your experience, including the number of months and/or years, with training, scheduling, evaluating, course development, and training objective development in a group setting.
- 4) Describe your experience, including the number of months and/or years, with the supervision of a group, unit or division, including your title and your role in that supervision. Include any experience in personnel issues to include imposing discipline and your knowledge of requirements surrounding personnel management (personnel rules, civil service rules, SAM, etc.).

- 5) Describe your experience, including the number of months and/or years, with research and analysis and recommendation of unit or division budgets.
- 6) Describe your experience, including the number of months and/or years, with facilitating, noticing and conducting meetings and knowledge of and evaluating operation plans, after action assessments and/or planning special events or training.
- 7) Describe your understanding of NAC 289.140, 289.150, 289.160 and what changes you would recommend for meeting current needs or trends of the policing profession.
- 8) Describe your understanding and knowledge of the specific procedure for the documentation of hiring, training and certifying of peace officer in the state of Nevada.
- 9) Indicate your level of POST Certification: a) Intermediate POST Certification (no equivalency); b) Advanced POST Certification (no equivalency); c) Management POST Certification (no equivalency); or d) Executive POST Certification (no equivalency) and the status of your certificate if applicable.
- 10) Describe your understanding of the POST physical readiness test and the rules related to timing of administration of the test and the application of NAC to reciprocity, Nevada certified people who transfer and new peace officers.

Selection Process:

Interested parties should complete the training and experience questions above and return their responses, with their resume, directly to Executive Assistant Amanda Socha, asocha@post.state.nv.us