



**PROFESSIONAL ANNOUNCEMENT
BELOIT POLICE DEPARTMENT
BELOIT, WISCONSIN**

POSITION: POLICE CAPTAIN—PATROL DIVISION

POSTING DATE: January 8, 2018

DEADLINE: February 9, 2018 4:30pm

*Application period may be extended based on amount of applications received by the deadline

TYPE: External hiring opportunity

The City of Beloit Police Department is seeking an experienced forward-thinking law enforcement professional who possesses a combination of management, community policing, and leadership skills to supervise and lead the Patrol Division. The Patrol Division consists of three lieutenants, nine patrol sergeants, forty-four patrol officers, three school resource officers, four community service officers and one vehicle maintenance personnel. The position reports to the Chief of Police.

The Department is seeking to fill this position due to retirement.

The Patrol Division Captain is responsible for planning, organizing, staffing, directing, coordinating, reporting, and budgeting the activities of the Patrol Division to reduce crime, fear, and disorder in the Beloit community. This is done through 21st Century community-orientated policing strategies in keeping with the Department's Vision, Mission, and Core Values. The Patrol Division Captain ensures that policy, direction, training, and personal development of the Patrol Division staff is provided, enforced, and maintained to ensure that departmental goals and objectives are obtained.

As a member of the Command Staff Team, a Patrol Division Captain participates in command staff operational and analytical meetings. The Patrol Division Captain, through leadership techniques, mentors subordinate middle management and supervisory personnel while ensuring proper performance through the enforcement of Department rules, policy, and standard operating procedures in addition to the laws and ordinances for which the City takes cognizance. The position description is available at: www.beloitwi.gov, select Police Department, Click on "How to Join."

MINIMUM REQUIREMENTS

1. A minimum of three (3) years of uninterrupted service in a middle-management position (rank of Lieutenant or above) in a law enforcement agency.
2. Successful completion of all evaluative processes and interviews as appropriate.
3. High School Diploma or GED.
4. Bachelor degree or other professional development courses preferred, but not required.
5. Must have a valid driver's license from state of residence.

6. Must be certified as a law enforcement officer with the State of Wisconsin, or certifiable as a law enforcement officer in Wisconsin pursuant to Wisconsin Administrative Code LES 3.05, or certified by another state and successfully pass the Wisconsin Department of Justice Law Enforcement Standards Board (LESB) Reciprocity Exam.
7. Must maintain certification and any related training/statutory requirements of a law enforcement officer with the State of Wisconsin.

APPLICATION PROCESS

1. Submit a resume, cover letter, and application for employment by **February 9, 2018, 4:30pm** to Human Resources Director Marianne Marshall at: www.beloitwi.gov.
2. Candidate's must successfully pass a full background check, drug screen, and medical exam in addition to any other requirements prior to hire.

SELECTION PROCESS

Resumes will be reviewed and rated to determine minimum qualifications. Those determined to be eligible may participate in the following exercises as determined by the results of each phase:

1. Assessment exercises related to the position description requirements.
2. An oral interview consisting of law enforcement professionals and/or a community component.
3. Personnel file review.
 - a. External candidates will be required to provide consent to access any personnel, internal or investigative file with their current or prior law enforcement agency.
4. A final interview with the Chief of Police

The Beloit Police Department is committed to protecting the lives, property and rights of all citizens. The Department continues to evolve through enhanced leadership, strong community relationships, and modern-day policing strategies. This is a great opportunity for a committed individual who enjoys serving the public and working in a progressive, forward-thinking organization. The Beloit Police Department has 93 full-time employees, of which 73 are sworn officers and 20 are civilian employees. The 2018 Police Department budget is \$11.5 million.

The City is seeking candidates with leadership and communication skills. Candidates must be familiar with 21st Century Community Policing tenets, law enforcement best practices, leadership of police personnel, and have a demonstrated record of success in developing effective relationships both internally and externally. Candidates must be committed to a management style that promotes a positive, creative, and supportive departmental environment. A commitment to the professional development of all employees in the department is very important.

This is an exempt position. Starting salary range: \$85,626 - \$110,371 DOQ. Health and dental benefits, as well as vacation, sick leave, and other benefits are available to the employee and his/her family subject to current city policy for exempt employees. A benefits summary and position description is available at: www.beloitwi.gov –Go to Police Department—click on “How to Join” Icon.