



DEPARTMENT NOTICE

22-057
06/23/22

Position Opening: Hostage/ Crisis Negotiations Officers

The Special Operations Bureau – Hostage/ Crisis Negotiation Team is accepting applications from officers to work for the unit. There are [REDACTED] available.

H/CNT members are called upon to assist in resolving [REDACTED] situations, [REDACTED] situations, [REDACTED] threats, and [REDACTED] situations. The duties are commonly stressful, and the events to which negotiators are summoned are potentially traumatic.

Duties include but are not limited to:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Scribe – Log the incident on the log sheet and situation board
- Equipment – handle negotiator equipment and technology
- Ability to work in uncomfortable and adverse conditions (weather, heights, etc.)
- Ability to work under pressure and in high-stress situations.
- Ability to remain calm and maintain focus in the face of turmoil and crisis.
- Be resourceful, flexible, and psychologically resilient.
- Ability to empathize and foster trust while remaining focused on the mission.
- Possess exceptional analytical abilities and communication skills.
- Ability to process information from diverse sources and rapidly categorize it for immediate and potential value in resolving critical situations.
- Ability to work effectively as a team member, recognizing that all negotiation team duties are equally important to the resolution of critical incidents.
- Ability to properly advise on-scene commanders.
- Ability to practice active listening techniques.
- Ability to respond within a reasonable time frame at any time, day or night, during rotational periods.
- Ability to attend outside training courses, including traveling outside of the San Francisco/ Bay Area.

Collateral assignment schedule:

- The Hostage/ Crisis Negotiation Team will be a collateral assignment.
- Members must be [REDACTED]
- Members may be contacted both on and off duty.

*The H/CNT member must be willing to work some weekends, overtime, and extended hours when necessary.

Minimum Qualifications:

1. Hold the rank of Officer
2. Must have a minimum 5 years of sworn law enforcement experience
3. SFPD Crisis Intervention Team Certification (Course 20801A)

Desirable Qualifications include:

- A positive personnel history including supervisory recommendations, performance evaluations, CBOR record, Internal Affairs disciplinary record, EEO history, DPA complaints, and lawsuit history.
- Peer Support Counseling experience
- Critical Incident Response Team member experience
- Certified bilingual

Selection Procedures:

Step 1: Deadline

- **The application deadline will be July 25, 2022.**

Step 2: How to apply

- Email Application (blank application attached): to [REDACTED]
 - Subject: H/CNT
- Once your application is received, you will receive a confirmation email within five business days.

Note:

- Resumes are optional and may include work experience, education, POST coursework, awards, special skills, and references.
- Applicants who previously applied for positions within this unit and who were not selected shall re-apply if still interested.


Step 3: Selection Process

- The selection process will consist of:
 1. A review of submitted applications and resumes (if included) to ensure all applicants meet the minimum requirements.
 2. Candidates who meet the minimum qualifications will be invited to participate in an oral interview.

Please email [REDACTED] with any questions. Once a candidate is selected, the process is complete. If additional positions in the unit become available, a new notice will be issued.

Applicants for this assignment must be able to perform the essential job functions of a sworn member with or without reasonable accommodation. [REDACTED]

[REDACTED] with any questions regarding the essential job functions of a sworn member as they relate to reasonable accommodations.


WILLIAM SCOTT
Chief of Police

Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional information about the directive.