



# DEPARTMENT NOTICE

22-112

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## **Position Opening: Physical Training/Defensive Tactics Sergeant**

The Training Division is accepting applications for the Physical Training/ Defensive Tactics (PT/DT) Sergeant.

There is 1 position available.

### **Duties include but are not limited to:**

- Supervise the members of the PT/DT office, Physical Fitness Coordinator.
- Research and generate lesson plans related to arrest and control training.
- Ability to develop and present training as required.
- Have the ability to serve as a primary instructor for lecture based defensive tactics and physical fitness training.
- Demonstrate good reasoning, job knowledge, problem solving, ethics, communication, and physical skills.
- Complete all instructor training required by POST for physical training/defensive tactics, impact weapon, weaponless defense, force options within the last 5 years or 2 years from date of assignment.
- Review reported uses of force to update or amend training, study trends, and report findings.
- Conduct force options training for the basic recruit classes, advanced officer training (CPT), reserve officers, patrol special officers, mental health professionals, citizen's academy, visiting dignitaries and other authorized individuals upon request.
- Serve as an "expert witness" on use of force related investigations and represent the department during hearings when requested.
- Attend and participate in Department review boards when requested.

### **Work Schedule:**

The PT/DT Sergeant will work:

- Day shift: 4/10s, Monday–Thursday, and may be required to adjust their schedules for special assignments

### **Minimum Qualifications:**

- Hold the rank of Sergeant or Inspector.
- Must have completed probation as a Sergeant, Assistant Inspector, or Inspector with SFPD.

- Must have minimum 3 years of experience as a Sergeant, Assistant Inspector, or Inspector.

\*Minimum qualifications must be met by the application deadline, unless otherwise stated.

**Additional desirable qualifications include but are not limited to:**

- A positive personnel history including supervisory recommendations, performance evaluations, DABOR record, Internal Affairs disciplinary record, EEO history, DPA complaints and lawsuit history.
- Department teaching/training experience (i.e., FTO experience, prior participation in simulations testing as role player/evaluator, providing course instruction at the Academy, etc.)
- Above average physical condition; qualified member should have a high degree of knowledge in firearms use, force options training, and a thorough knowledge of the department's use of force policy and procedures.
- Above average written and verbal communications skills; comfortable speaking in front of large groups.
- Capable of working with members from outside government agencies, other department units, and private vendors.
- Task oriented and results driven.

**Selection Procedures:**

**Step 1: Deadline**

- **The application deadline will be Friday, December 2, 2022.**

**Step 2: How to apply**

- Email Application (blank application attached): to [REDACTED]
  - Subject: PT/DT
- Once your application is received, you will receive a confirmation email within 5 business days.

Note:

- Resumes are optional and may include work experience, education, POST course work, 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 in the positions.

### Step 3: Selection Process

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.

Applicant for this assignment must be able to perform the essential job functions of a sworn member with or without reasonable accommodation. Members should contact the Department's Americans with Disabilities Act Coordinator, Penny Si, at [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](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional information about the directive.*