



DEPARTMENT NOTICE

24-081

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Position Opening: Academy - Field Tactics - Force Options (FTFO) Officer

The Training Division is seeking qualified sworn applicants for a full-time position in the Field Tactics - Force Options (FTFO) Unit. The position is a full-time assignment at the Academy. The qualified applicant will work closely with the OIC of the FTFO Unit to develop and deliver training for both sworn and non-sworn personnel related to effective and proper use of force.

This Department Notice and interview process will be used to fill any openings in FTFO in the next 12 months.

Duties include but are not limited to:

- Auditing and de-conflicting field tactics-related Department training (i.e. C.I.T, EVOC, Range, Tactical Company)
- Conducting training in the areas of patrol tactics and force options for the BASIC recruit classes, Continued Professional Training (CPT), In-service Training, and other authorized individuals as directed
- Assisting in the development of lesson plans related to situations facing Department members in the field such as: responses to mental health calls with armed suspects, pedestrian stops, foot pursuits, felony vehicle stops, barricaded suspect incidents, active shooter and other critical incidents
- Analyzing specified incidents and use of force data to identify trends and training needs related to members' field tactics
- Coordinating with the Training Division Staff and other Department trainers regarding field tactics training and application

Work Schedule:

The FTFO Officer will work:

- Day shift: 4/10s, Monday - Thursday or Tuesday - Friday, and may be required to adjust their schedules, and work extended hours or overtime.

Minimum Qualifications:

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

- Hold the rank of Officer
- Must have completed probation as an Officer with SFPD
- Must have 2 years of patrol law enforcement experience after completing probation
- Complete the P.O.S.T. Instructor Development Course within six months of selection
- Complete the P.O.S.T. Force Options Instructor Course within six months of selection

Additional desirable qualifications include but are not limited to:

- 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
- Excellent 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
- The ability to develop and deliver training, as directed

Selection Procedures:

Step 1: Deadline

- **The application deadline will be Saturday, May 25, 2024.**

Step 2: How to apply

- Email Application (blank application attached): to [REDACTED]
- Subject: FTFO
- 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

- 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.

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, [REDACTED] 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 23-152, all sworn & non-sworn Members shall electronically acknowledge this Department document in PowerDMS within (30) thirty calendar days of issuance. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be sent to sfpd.writtendirectives@sfgov.org, who will provide additional information.