



# DEPARTMENT NOTICE

24-082

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## Position Opening: Hostage/Crisis Negotiations Officers

**The Special Operations Bureau** – Hostage/Crisis Negotiation Team (H/CNT), is accepting applications from officers to work for the unit.

H/CNT members are called upon to assist in resolving hostage situations, barricaded suspect siege situations, high-risk suicide threats, and high-risk warrant service situations. The duties are commonly stressful, and the events to which negotiators are summoned are potentially traumatic.

There are 10 positions available.

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

- **Primary Negotiator** – Negotiate with the suspect/subject in crisis
- **Secondary Negotiator** – Coach and assist the primary negotiator
- **Intel** – Gather information through CLETS, social media, and interviews
- **Scribe** – Log the incident on 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 of time.
- Ability to attend outside training courses which may include traveling outside of the San Francisco/ Bay Area.

**Collateral assignment schedule:**

- The Hostage/ Crisis Negotiation Team will be a collateral assignment.
- Members must be willing to be on call one week each month. (**Note:** Frequency depends on the size of the team.)
- 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:**

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

- Hold the rank of Officer
- Must have 2 years of patrol law enforcement experience after completing probation.

**Desirable Qualifications include:**

- Peer Support Counseling experience
- Critical Incident Response Team member experience
- Certified bilingual

**Selection Procedures:**

**Step 1: Deadline**

- **The application deadline will be Friday, June 7<sup>th</sup>, 2024.**

**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 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](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional information.*