



DEPARTMENT NOTICE

24-115

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Position Opening: Crisis Intervention (CIT) Unit Officers

The Field Operations Bureau - Crisis Intervention (CIT) Unit is accepting applications from members in the rank of officer.

The CIT Unit is highly concerned with the effective and proactive engagement of subjects whose mental health behaviors in combination with violent actions present a public safety concern. The duties are commonly stressful, and the Field Visits to which the CIT Unit are engaging in can be potentially volatile.

This Department Notice and interview process will be used to fill any CIT Unit openings in the next 6 months.

Members of the CIT Unit perform, but are not limited to, the following duties:

- Instruct Basic Recruit Classes on Learning Domain 37 (Persons with Disabilities/Behavioral Health.)
- Assist with training for the Crisis Intervention Certification Course and the CIT Field Tactics Course.
- Work with DPH Clinicians to perform active field visits with subjects in crisis who may require services, mental health evaluations, and/or law enforcement engagement.
- Conduct strategic investigations for crisis subjects requiring engagement and consideration.
- Provide all mental health related support to active H/CNT callouts and facilitate behavioral health follow-ups for subjects who were involved in H/CNT callouts.
- Provide immediate support for sensitive and special investigations involving subjects in crisis.
- Prepare thorough Behavioral Threat Assessments when applicable.
- Conduct roll-call training at District Stations when required.
- Make notifications to the Department of Justice regarding all Tarasoff Threat incidents.
- Review and facilitate the release of firearms to subjects whose mental health-related prohibitions have expired.
- Review and facilitate public records requests pertaining to mental health detention incidents.
- Participate in all required on-going collaborative meetings across various citywide departments and disciplines to ensure best practices of crisis intervention, de-escalation, strategic communication, and related concerns.
- Meet with CIT Working Group (Mental Health Stakeholders) and community organizations.
- Collaborate on policy and revisions of Department General Orders as required.

Work schedule:

The CIT Unit Officer will work:

- 10-hour days, start time between 7am – 11am, Monday– Thursday or Tuesday– Friday
- CIT operates 7am – 9pm, Monday – Friday

* Members may be required 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 completed probation as an Officer.
- Must have three years of experience with the SFPD at the rank of Q2 calculated from completion of probation.
- SFPD Crisis Intervention Team Certification (Course 20801A)

Desirable Qualifications include:

- Critical Incident Response Team member experience
- Hostage/Crisis Negotiation Training
- Instructor Development Training
- Certified bilingual
- Ability to remain calm and maintain focus while engaging with potential crisis subjects.
- Ability to be resourceful, flexible, and psychologically resilient.
- Ability to empathize and foster trust.
- Possess exceptional analytical abilities, communication skills and active listening.
- Ability to process information from diverse sources and rapidly categorize it for immediate and potential value in resolving tense situations.
- Ability to work effectively as a team member, recognizing that all roles of the team are equally important to the resolution of engagements and field visits.
- Ability to attend outside training courses, including traveling outside of the San Francisco/ Bay Area.

Selection Procedures:

Step 1: Deadline

- **The application deadline will be Wednesday, August 7, 2024.**

Step 2: How to apply

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

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 candidates are 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. 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 about the directive.