



# DEPARTMENT NOTICE

24-132

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## **Position Opening: Special Operations Group – Specialist Team Selection Test Announcement**

The Special Operations Bureau is seeking officers who are interested in the Specialist Team. This is a collateral assignment in addition to officers' current assignments and affords members additional training. The Specialist Team is a cohesive part of SOG and regularly works directly with the Tactical Unit. Specialist Team members are called upon for a coordinated response to assist in many varying assignments.

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

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

- Responding to high priority crimes in progress
- Responding to and resolving critical incidents
- Crowd Control
- High-risk search warrants
- Dignitary protection assignments
- Special event assignments
- Waterborne operations
- Crime Saturation for District Stations
- Instructors for the Police Academy and in-service members
- Augmenting the Bureau(s) in the apprehension of serious criminal offenders.

### **Collateral assignment details:**

- The Specialist Team is a collateral assignment.
- Members are subject to be called in to duty. Members shall receive overtime compensation when called to an incident while off duty or when an incident continues past their end of watch.
- Members must be willing to work weekends, overtime, and extended hours.
- If selected as a Specialist, the member may be reassigned to any assignment within the Operations Bureau or watch dependent upon the needs of the Department.

### **Minimum Qualifications:**

- Hold the rank of Officer.
- Must have completed probation as an Officer with SFPD.
- Must have a minimum of 2 years sworn law enforcement patrol experience.

- Must successfully pass an initial and thereafter annual Respiratory Fitness Test administered by the Department of Public Health. This is a CAL OSHA requirement for personnel wearing a gas mask and other respirators.

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

- Ability to work effectively in a team environment.
- Proficiency in pistol and rifle weapon systems.
- Leadership skills.

**Selection Procedures:**

**Step 1: Deadline**

- **The application deadline will be September 5, 2024**

**Step 2: How to apply**

- Email Application (attached): to [REDACTED]
- Subject: SPEC Team  
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 still interested in the positions.

**Step 3: Selection Process**

The selection process consists 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 the Specialist Team entrance test:

Physical Test	Pass/Fail
Live Fire Timed Obstacle Shooting Course	Pass/Fail
Written Test	Pass/Fail
Marksmanship Course	Pass/Fail

\*Please refer to the attached Specialist Team Selection Test information sheet for more information.

**Note:** Staff Services will email Specialist Team entrance test and practice session times and location information to all qualified applicants. This is tentatively scheduled for the week of September 16, 2024 but is subject to change.

3. Candidates who successfully pass all components of the entrance test will be invited to an oral interview. You will receive an email from Staff Services.
4. Once a candidate(s) is selected, the process is complete. If additional positions in the unit become available, a new notice will be issued.
5. Selected members will be required to attend 130 Hour Specialist Team Basic Course are required to score a minimum of 70% during the course to be considered for appointment to the Team.
6. Questions - Please email [REDACTED].

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 Departments 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.*