



DEPARTMENT NOTICE

22-076

8/4/22

Position Opening: Special Operations Bureau - Tactical Company– S.W.A.T. Team Entrance Test Announcement

The Special Operations Bureau is seeking officers and sergeants who are interested in a full-time position at Tactical Unit. The process is a challenging but rewarding experience designed to accept highly motivated applicants.

Duties include but are not limited to:

[REDACTED]

Work Schedule:

The TAC Officer/Sergeant will work:

- [REDACTED]

*The Tactical Unit Officers & Sergeants must be willing to work overtime, have their schedule adjusted, and extended hours if necessary.

Minimum Qualifications Officer:

- Hold the rank of Officer
- Must have completed probation as an Officer with SFPD
- Must have a minimum of 3 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.

- Prior to assignment in the Tactical Company / S.W.A.T. Team, members who have successfully completed the testing process must receive and pass a medical examination by the Police Physician. (Per General Order 11.05-I-A)

Minimum Qualifications Sergeant:

- Hold the rank of Sergeant
- Must have completed probation as a Sergeant with SFPD
- Must have a minimum of 3 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.
- Prior to assignment in the Tactical Company / S.W.A.T. Team, members who have successfully completed the testing process must receive and pass a medical examination by the Police Physician. (Per General Order 11.05-I-A)

Additional desirable qualifications include but are not limited to:

- A positive personnel history including supervisory recommendations, performance evaluations, CBOR record, Internal Affairs disciplinary record, EEO history, DPA complaints and lawsuit history.
- Competence with Microsoft Office (Word, Outlook, Excel, PowerPoint, etc.)
- Ability to work effectively in a team environment.
- Proficiency in pistol and rifle weapon systems.

For Sergeant:

- Leadership skills
- Ability to communicate clearly and build relationships.
- Ability to think critically and create accountability.

Selection Procedures:

Step 1: Deadline

- **The application deadline will be Monday, September 5, 2022.**

Step 2: How to apply

- Email Application (blank application attached): to [REDACTED]
 - Subject: TAC
- 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 the Tactical Team Entrance Test:

Physical Standards Test	Pass/Fail
Obstacle Course	Pass/Fail
Written Test	Pass/Fail

*Please refer to the Tactical Team Entrance Test information sheet attached for more information

Note: Staff Services will email Tactical Team entrance test and practice session times and location information to all qualified applicants. This is tentatively scheduled for the week of [REDACTED] but is subject to change.

3. Candidates who successfully pass all three components of the entrance test will be invited to an oral interview. You will receive an email from Staff Services.
- Once a candidate(s) is selected, the process is complete. If additional positions in the unit become available, a new notice will be issued.
 - **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 Department's Americans with [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 D.N. 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, who will provide additional information about the directive.