

G.O. 23.1.1 -- ATTACHMENT B

CAREER PLANNING GUIDE *SWAT Career Guide*

*Position including: Special Weapons and Tactics Entry Team Member or Sniper Team Member

REQUIRED SKILLS AND ABILITIES:

- ✓ Sworn Officer
- ✓ Honest and trustworthy in any situation
- ✓ Standard or better current performance evaluation
- ✓ Knowledge of state statutes, local ordinances, and department policies.
- ✓ Knowledge of the principles, practices, and techniques of law enforcement
- ✓ Knowledge of tactical operations
- ✓ Skilled in the use of firearms
- ✓ Ability to take reasonable action in emergency situations
- ✓ Ability to follow oral and written instructions
- ✓ Ability to persuade others in confrontations
- ✓ Ability to establish and maintain effective working relationships with others
- ✓ Ability to take orders during a tactical situation.
- ✓ Available for call-outs and specialized training assigned.
- ✓ Ability to obtain and maintain the physical standards set by the SWAT Team commander.
- ✓ Non-probationary employee (new hire)
- ✓ Has not received excessive sustained complaints.

RECOMMENDED SKILLS AND ABILITIES:

- ✓ Willingness to use your own personal time in making yourself mentally strong, physically fit and morally straight.
- ✓ Willingness to use your own personal time to maintain the needs of the team.
- ✓ Ability to obtain and maintain a firearms qualification of expert or better.
- ✓ Ability to think and move tactically.
- ✓ Ability to be a team player, to do the job the team needs you to do, in a non-selfish manner.
- ✓ Ability to receive and give constructive criticism to better yourself and the team.
- ✓ Ability to quickly become familiar and proficient with various weapons.
- ✓ Ability to operate within a gas environment.
- ✓ Ability to operate safely and quietly in tight quarters.
- ✓ Ability to maintain, and keep accounted for, equipment and weapons.
- ✓ Ability to shoot carefully and accurately within close quarters of other operators.
- ✓ Patience, while maintaining focus on the task at hand and not becoming distracted.
- ✓ Ability to instruct other department members and citizens on SWAT duties and responsibilities.