

Job ID: IRC14509
Company Name: Clark County
Location: Vancouver, WA
Close: First Review 4/24/15, then open until filled



LATERAL DEPUTY SHERIFF

CLARK COUNTY'S **Sheriff's Office**, located in Vancouver, WA, is recruiting for LATERAL DEPUTY SHERIFF'S

HOW TO APPLY:

For complete details and to apply on-line, visit our website at <http://www.clark.wa.gov/hr/careers/>

Please carefully read application requirements listed under Selection Process

THE JOB

The Clark County Sheriff's Office is a full service agency with challenging opportunities in law enforcement for officers of all experience levels. The department is dedicated to a community-oriented policing style. The ideal candidate must have strong skills and abilities in the areas of facilitation, creative problem solving, active listening, motivation, and leadership. The role of Deputy requires the ability to draw upon a broad base of resources and apply those resources to effective problem solving. Officers are expected to draw out citizens and business owners, enlisting their participation in shaping how law enforcement services are delivered to the community. If you have the skills and abilities required to meet the challenges of community policing, you are encouraged to apply.

Patrol positions offer a wide variety of challenging emergency and routine duties including:

- Patrolling assigned areas
- Conducting investigations & interrogating witnesses/suspects
- Responding to radio calls and computer aided dispatch
- Serving civil papers and warrants
- Controlling disturbances & subduing and/or restraining individuals
- Communicating ideas/information to group meetings
- Providing resources/solutions to the public on crime prevention techniques and security
- Developing public relation contact with civil groups, schools, businesses, neighborhood organizations and other law enforcement agencies

In addition to patrol, experienced officers have the opportunity for special assignments in the following areas:

- SWAT
- Traffic
- Narcotics
- Detectives
- K-9
- Gangs
- Marine Patrol
- Child Abuse
- School Resource Officer
- Hostage Negotiation
- Bomb Technician

Additional training is provided for specialty assignments. Promotions within the department are based on competitive civil service examinations. Officers who are placed as laterals may test for promotional opportunities after three years with Clark County Sheriff's Office or comparable law enforcement officer experience with a government agency similar to the Clark County Sheriff's Department.

Deputy Sheriffs in the Sheriff's Office are governed by State Civil Service laws, which require specific recruitment and testing procedures (see attachment for details). This recruitment will be used to create a one-year eligibility list to fill current and future positions within the Sheriff's Office.

These positions are represented and require membership in the Deputy Sheriff's Guild.

QUALIFICATIONS

- Candidates may have at least two (2) years of recent, related law enforcement in an enforcement role at a state, municipal or county agency within US.
- Candidates must have successfully completed their field training officer program
- Current and valid certification as a law enforcement officer through a United States, state certified law enforcement academy
- Solid writing skills, basic report preparation using computer technology
- At least twenty-one (21) years of age at the time of appointment
- United States' Citizenship at the time of appointment; Ability to read and write the English language (required by RCW 41.14.00)
- Valid driver's license at time of appointment
- Ability to be obtain certification through the Washington State Equivalency Academy prior to the completion of the twelve month probationary period
- Have no prior felony convictions and/or recent or excessive drug usage history
- Have the ability to perform the essential mental and physical demands and functions of the position
- Knowledge of/experience with community oriented policing; and knowledge of basic aims and principles of crime prevention
- Any combination of work experience and education which clearly demonstrates the ability to perform the work of the class will be considered

Ability to: Understand and apply laws of arrest, search and seizure, and rules of evidence; respond quickly and exercise sound judgment under conditions of danger, confusion, and personal affront; physically restrain persons using proper and safe methods; use physical force to effect an arrest of resisting subjects; handle firearms safely and fire them accurately; maintain cooperative and responsible attitude toward co-workers and general public; and speak and write effectively, using good grammar.

SALARY

\$23.87 - \$30.46 per hour (2012 wage scale pending new contract).

SELECTION PROCESS

Application Review (Pass/Fail) - An on-line application is required. Attaching a resume does not substitute for a completed application; incomplete applications will not pass the application review. Candidates deemed most qualified will be invited to participate in the remainder of the selection process.

Written Exam and Physical Agility Assessment (Weighted 30%) - Exact date and time for the exam to be determined. Minimum passing score of 70% is required.

Oral Interview (Weighted 70%) - Questions will be job related and may include, but not be limited to, the qualifications outlined in the job announcement. Minimum passing score of 70% is required. The oral board will consist of a three to four member interview panel who will ask the same position-related, pre-established written questions of all candidates. The panelists' evaluations will be combined resulting in candidate interview scores.

Eligibility List - Successful candidates' final scores will be ranked order of high/low. All candidates who successfully pass the oral board interview process (70% or better) will be placed onto the Clark County Civil Service eligibility list according to rank. Rank is established by the candidate's overall oral board interview score. The Civil Service Commission will review and certify the list to be in effect for one year from the date of list certification.

Background Investigation - Involves a comprehensive investigation based on information provided by candidates' personal history statements. The investigation may include: a neighborhood check, reference checks, personal interview, work history check, criminal, driving, and financial history checks (from high school years forward).

Final Selection Interview: As lateral positions become available, the top three candidates (going down the list - who have successfully completed all of the recruitment processes as described above) are contacted to participate in a final interview process conducted by the Sheriff's Office.

Post Offer Process: The post offer process includes successful completion prior to actual employment of a physical agility assessment, polygraph, psychological evaluation and full medical including drug screening.

Veteran's Preference*

Washington State law [RCW 41.04.010](#) provides for Veterans' Scoring Criteria status in the examination of applicants for employment provided certain requirements are met. **Clark County awards Veterans' Scoring Criteria, in accordance with state law, to veterans honorably released from active military service who meet all statutory requirements. If you are claiming Veterans' Scoring Criteria, you must attach your DD Form 214 Copy 4 to your completed application packet.**

Qualifying candidates will receive 10% added to their final (combined written and oral board exam) scores unless they are receiving military retirement. If qualifying candidates are receiving military retirement, 5% will be added to their overall final score. Veterans working for a city or county – who are called into active service for at least one or more years, may receive 5% to first promotional examinations only.

***NOTE: Veterans preference applies to all Clark County Sheriff's civil service entry-level positions. Please provide a DD214.**

The Clark County Sheriff's Office conducts background investigations on candidates for positions in the Sheriff's Office who have satisfactorily completed the Civil Service examination process. The background investigation is a valued component in the overall picture of a candidate. Issues of integrity and ethics are taken very seriously due to our commitment to the community. The investigation will include: a neighborhood check, reference checks, personal interview, work history check, criminal, driving, and financial history checks.

HOW TO APPLY

Apply online on our website @ <http://www.clark.wa.gov/hr/careers/> Application materials are due by the closing date listed on the recruitment. Please read the Job Posting material thoroughly to determine application requirements.

**Clark County Human Resources Department
1300 Franklin Street - 5th Floor
PO Box 5000
Vancouver, WA 98666-5000**

Phone: (360) 397-2456 Relay (800) 833-6388
E-MAIL HRADMIN@clark.wa.gov

BENEFITS AND SALARY INFORMATION

Clark County provides a benefits package which includes medical and dental insurance and retirement.

Salary placement will be commensurate with experience and training.

THE COUNTY

Clark County is located in the southwestern part of the State of Washington, across the Columbia River from Portland, Oregon. With almost 600 programs serving nearly 430,000 residents, the County provides a wide variety of employment opportunities for more than 1600 people. Clark County's governmental structure is a complex one, with eighteen elected officials, thirteen regional councils and districts, and numerous appointed boards. Although the county seat is in downtown Vancouver, County employees provide services to all of its residents, from urban cities and towns, to the hundreds of miles of beautiful countryside. Clark County offers excellent livability and a relatively low cost of living. There is no state income tax.

Equal Opportunity Employer

Clark County is committed to increasing the ethnic, cultural and social diversity of its workforce and ensuring that diversity is a key priority of our organization. We are committed to providing equal opportunity and access regardless of race, color, religion, creed, sex, national origin, age, marital status, the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a disabled person, sexual orientation/gender identity, veteran status or any other status protected by law. Women, minorities, veterans, and persons with disabilities are encouraged to apply.