

## CHECKLIST FOR 21<sup>st</sup> CENTURY POLICE RECRUITMENT

### Tips for recruiting police chiefs and officers to meet today's and tomorrow's needs

- Recruiting a chief: Review the position description to ensure that it aligns with current community needs.
- Recruiting a chief: Ensure that required qualifications include personal characteristics (honesty, credibility, commitment to ethical conduct), leadership skills, ability to build relationships based on trust—as well as technical knowledge and experience.
- Recruiting a chief: Gain perspectives from staff representing various departments within the organization.
- Recruiting a chief: Invite community input on selection criteria and the hiring process (e.g. online and hard-copy surveys, community forums).
- Recruiting a chief: Involve the communications department at every step and keep the public informed.
- Recruiting officers: Prioritize a service orientation when screening applicants.
- Consider “nontraditional” candidates who have experience dealing non-confrontationally with difficult people (e.g., bartenders, high school janitors).
- Look for recruits who live in the neighborhoods where they will work.
- Tap civilians for appropriate jobs (e.g., victims outreach, crime analysis, some investigations).
- Consider cadet programs to build the pipeline of experienced recruits.
- Revisit traditional criteria: Some physical criteria may screen out female applicants who can make a positive contribution to the department; and screening out applicants for any prior marijuana use may be unrealistic and out of date.